

The CONFERENCE BULLETIN

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Two Full Pages
of Atlantic City
Conference
Pictures,
Pages 14, 15



EDITH ABBOTT

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Mr. Kellogg Wins Award

PAUL U. KELLOGG, editor of *The Survey* and *Survey Graphic*, won the \$250 Pugsley Award for his paper, "Employment Planning," which was judged the most important contribution to the subject matter of social work presented at the Atlantic City meeting. The Conference Editorial Committee unanimously voted the award to Mr. Kellogg at a committee meeting in Atlantic City several days after the close of the 63rd annual meeting.

Mr. Kellogg read his paper at the final session of the Committee on the Current Relief Situation, Saturday, May 30.

Discussing factors which contribute to economic unrest and unemployment, Mr. Kellogg proposed several points of attack to be pursued in overcoming insecurity among the workers. He pointed out also how, seven years ago, at the San Francisco Conference—when the stock market crash and employment upheaval were imminent—he had spoken on a similar subject, and commented:

"So it is, with the depression seeming to yield to forces for recovery, but with jobs dragging heavily behind business revival . . . I come up to discuss employ-

ment planning at points where social workers can take hold.

"To me, our democracy comes to the test here and now in what we do or fail to do in grappling with the overhang of mass unemployment."

The Pugsley Award is the gift of Chester D. Pugsley of Peekskill, N. Y., and has been granted after each annual meeting for the past several years.

Parker Thomas Moon

ONE of the impressive contributions to the general sessions at the Atlantic City meeting was the address of Parker Thomas Moon: "International Peace and the Common Good." A thoughtfully documented appraisal of conditions as they are in the countries that are stirring the war winds and an earnest plea for the preservation of international peace, the address won much praise for its author.

Those who heard Professor Moon, those who read his writings, those who knew him are profoundly shocked at his sudden death June 11, six days after he reached the age of 44.

As professor of International Relations at Columbia University, he was in constant touch with the changing moods of peace and war in which the nations of the world are indulging. He regarded the League of Nations as the single great instrument upon which the various nations can depend for continued peace, and stressed that point in his Conference address.

Much of Professor Moon's life was dedicated to work for amity among the nations. Among many other activities, he was a member of the American Commission to Negotiate Peace in 1918-19; he was secretary to the international Committee on Territorial Problems at the Peace Conference; he was president of the Catholic Association for International Peace, and many of his writings conveyed the spirit of peace.

Professor Moon's address to the Conference was his last public declaration in the interest of peace. We regret his untimely passing. May he now enjoy the peace that knows no breaking.

Amendments Adopted

TWO new amendments to the Conference Constitution were adopted at the business session in Atlantic City. One, seeking to simplify election procedure, eliminates the use of the Hare method of proportional representation and substitutes the provision: "Election shall be by the majority vote of ballots cast."

The other provides: "This Constitution and the By-laws under it may be amended at any business meeting of the Conference, provided such amendment shall have been first submitted to and acted upon by the Executive Committee and published to the membership of the Conference in a regular issue of the Conference Bulletin together with the Executive Committee's action thereon."

PRESIDENT'S MESSAGE

Miss Abbott Surveys Issues that Developed at the Atlantic City Meeting: Return to Local Relief, Civil Service, Politics in Public Welfare

By EDITH ABBOTT

THE time-honored motto, "In union there is strength," might have been selected to describe the spirit that seemed characteristic of the Atlantic City Conference. Differences of opinion there were, of course, but they seemed rather to be related to the less important things. On basic principles and the important questions of the day there was an astonishing agreement. Even the weather was in a co-operative mood, and there was an almost tranquil beauty of sea and sky. A note of sadness recurred from time to time, as old friends spoke of Prentice Murphy, the friend and leader who should today be sending you this message for the new year. The spirit of Prentice and the memories of Prentice were alike omnipresent, as they will be with many of us in the long future.

There were also many of the older members who spoke of Julia Lathrop, our earlier leader who was president of the Conference that met in Atlantic City in the year 1919. That was a year when the controversies of the war period still hung over us, and disagreement was as characteristic of that first post-war Conference at Atlantic City as agreement was this year. It was recalled that all of Julia Lathrop's statesmanship had been necessary in 1919 to keep the Conference together in that stormy year.

The most challenging and most determined convictions were expressed this year over and over again, with extraordinary unanimity, in condemnation of the federal policy that has led to the collapse of the state relief administrations that had been built up in cooperation with the old FERA. Last year every one had been hopeful that the ERA'S were to be gradually made over into permanent public assistance departments or bu-

The President

THE election of Edith Abbott, dean of the Graduate School of Social Service Administration at the University of Chicago, as 1937 president of the National Conference of Social Work marks another achievement in a distinguished career devoted to social work. Before joining the faculty of the University of Chicago, Miss Abbott was instructor in Political Economy at Wellesley College and associate director of the Chicago School of Civics. Educated at the University of Nebraska, University of Chicago and London School of Economics and Political Science, her background also includes several years' residence at Hull House. Miss Abbott is the author of several works, among them, *Women in Industry*, *Immigration—Select Documents Case Records*, *Historical Aspects of the Immigration Problem*, *Social Welfare and Professional Education*, *Crime and the Foreign Born* and (with Sophonisba P. Breckinridge) *The Delinquent Child and the Home* and *Truancy and Non-Attendance in Chicago*.

reaus. "Planning for social welfare," was a note that was heard many times this year, but it was pointed out that the collapse of the ERA program had followed the old method of planless drifting.

Never were social workers more whole-heartedly agreed about anything than they were last month at Atlantic City about the obligations of the federal government to aid in preventing the rapid, almost wholesale drift back to the old system of township "pauper relief." There in New Jersey we found ourselves face to face with the consequences. Local newspapers showed the local relief system in full swing with the old "overseer of the poor" methods reduc-

ing the relief allowances to inadequate "doles," with the old methods of suspicion towards the people. On all sides and among all groups there was agreement that social workers believed in federal public work—in a plan of public employment of unemployed men and women. There was equal agreement that work and relief were both necessary and that the use of the word "dole" to describe the public assistance program was a return to the undemocratic language of the past. We faced realistically the almost wholesale destruction of the valuable and steadily improving administrative agencies that had been built up in state after state with the help of federal aid.

WHEN an important federal official offered as an excuse for the federal breakdown that there were not adequate funds for both work and relief, the social work group remained clear and determined that the funds available should have provided both relief and work, and that local relief was a return to an antiquated and discredited system that meant great hardship and suffering of vast numbers of honest work-

ingmen and women who had already borne the chief burdens of the depression. They found in the New Jersey situation, where there had been great publicity about the fact that the return to local relief had saved money, that this money had been saved at the expense of very great suffering among the poor.

There was an equally determined note about civil service. Delegates who came from states in different sections of the country brought the same discouraging reports about the misuse of public welfare funds for political purposes. And there was a general recognition of the fact that this could be stopped in one way, and only in one way, by getting the state and local welfare services on a civil service basis. Civil service discussions were heard in various meetings. Great apprehension was expressed that, in the threatened return to overseer relief, the public relief funds might be used, as other public welfare funds have been used, for political services. Many delegates went back to states and cities that have no civil service laws, determined to make the demand for a state merit system effective when the next legislature meets. Delegates from states with poor civil service laws went back determined to work for new and better statutes.

There was general agreement, also, that there was a discouraging period still before us, and that, until after the fall elections, we should need all of the courage and all of the wisdom we might be able to command in

order to meet the responsibilities that seem to lie ahead.

All of this does not mean that there was any lack of interest in the case work or group work discussions. There were enthusiastic reports of thoughtful and even brilliant papers carefully prepared and followed by critical and constructive discussions. But case workers know that the anxieties of clients must be relieved by adequate relief funds properly administered.

Great interest was expressed in the presence at the Conference of various representatives of the different divisions of the Social Security Board, and the new staff members of the Children's Bureau who are responsible for the administrative sections of the Security Act assigned to the Children's Bureau. Welcomed also to Conference membership were the state delegates who have been appointed to take charge of the slowly developing state programs for Old Age Pensions, Child Welfare, Mothers' Aid, and, once more in the Children's Bureau, the Maternity and Infant Care group.

But again, above all other interests, was the firm determination that the old "pauper laws" should be repealed and that social workers should not follow the lead of politicians or business men who think local relief is a proper public welfare policy for the twentieth century. We were faced once more with an emergency and put "first things first" in our Atlantic City discussions.

Radio Carried Conference Story

MILLIONS of radio listeners throughout the United States who followed the progress of the Atlantic City meeting day-by-day, had the opportunity through special chain broadcasts of "observing" the content and goals of social work.

Four coast-to-coast broadcasts were carried in connection with the annual meeting: two by the National Broadcasting Company and two by the Columbia Broadcasting System. Radio news services and commentators carried daily accounts and Radio Station WPG, Atlantic City, presented special Conference speakers and Conference news summaries daily.

One of the outstanding national hook-ups was a panel discussion on "Which Way to Social Security," broadcast Thursday evening of Conference week. The participants included Monsignor Robert F. Keegan, Katharine F. Lenroot, William Hodson, Aubrey Williams, Grace Abbott and Frank Bane, with Henry Pratt Fairchild, professor of Sociology at New York University, acting as moderator.

An international broadcast was presented Wednesday afternoon when Henry Wickham Steed, British journalist, spoke to the Conference from London on "The Crisis of Peace." His address was released throughout the country at the same time that it was brought to delegates attending a special session in the Auditorium.

Monsignor Keegan spoke Friday night, May 22, discussing "Human Capital." Mrs. Mary R. Beard, his-

torian and author, who attended the Conference to speak at a dinner meeting of the National Board, Young Women's Christian Association, addressed the radio audience Thursday, May 28, on "The Status of Women and the Modern State."

Press and camera also cooperated in carrying the "story" of the Conference. Several special news correspondents were assigned to the annual meeting, including those from press services and from newspapers in New York City, Philadelphia, Providence, and Hartford, Conn.

The March of Time newsreel cameraman was on the jobs two days of Conference week, preparing a film release which was distributed nationally in June.

TRIBUTE TO J. PRENTICE MURPHY

THE Conference, at the opening session of the Atlantic City meeting, paid tribute to the memory of J. Prentice Murphy who died last February within four months of the time he was to have become president of the National Conference of Social Work. Recalling episodes in Mr. Murphy's career, Monsignor Keegan expressed the loss to social work and to the Conference that came with Mr. Murphy's death. The audience bowed heads for several moments.

COMMENTS ON THE CONFERENCE

Retiring Leader Appraises Atlantic City Meeting; Reports Emphasis on Greater Appreciation of the Relationship Between Economic and Social Problems

By MONSIGNOR ROBERT F. KEEGAN

THE National Conference of Social Work is essentially a forum. Only by keeping this in mind can one understand the diversity of opinion, the conflicting views and yet withal the appreciable gain in knowledge which such a meeting of minds affords. In this respect the Atlantic City Conference did not differ from others, yet, viewed in another light and in spite of the many sessions and numerous papers one could note certain definite and outstanding emphases.

There was manifested throughout the Conference a keen and eager interest in the Social Security Act. During the past four years, social workers had been through the ups and downs of emergency programs. They were looking for something permanent, something that had come to stay and felt they had found it in the security program. Strangely enough they did not seem to be as interested in its social and economic implications as in the methods of administering this program. They proposed these questions. How would its various forms of categorical assistance be made into an integrated welfare program? Would it be politically controlled or administered under a merit system? What type of personnel qualifications were being set up? How far would the Federal Government determine the methods of administration?

One might observe that the social workers at Atlantic City were not as enthusiastic about the social security program as they had been about the Federal relief program at Detroit three years ago. Yet, they evidenced a strong belief that the security program was the hope of the future. They saw in the grants-in-aid provisions the nucleus for the modern administration of certain forms of public assistance. Here and there the fear was expressed that the Social Security Board was not sufficiently vigilant in regard to professional standards. Another year will tell the tale.

On another front some delegates were pointing out that the new unemployment relief program of the Federal Government had far reaching consequences for American social welfare. It indicated the dismantling of a large part of the relief mechanism which had been established over a period of years. They stated it meant lower relief standards for those who could not be taken care of through the works program. Furthermore, it meant in many places a return to the old poor law system of relief.

Because of these results of the Federal unemployment

policy, one could understand the disappointment and uncertainty of social workers. Recognizing that the Federal Government had done fairly well in its works program, at the same time they sympathized with those who are left to the states and the local communities.

The techniques and skills of social work occupied an important place in the program. The meetings on social case work were the largest in the history of the Conference. From the discussions it was evident that the psychiatric approach was still dominant. While case workers are continuing to study the sources of human behavior one felt there was a decided drift towards a more realistic point of view.

FOR some time past, social workers have been stressing the importance of the direct approach to the client. Now the pendulum is swinging in the opposite direction. It is being recognized increasingly that one cannot deal with the breakdown of the individual or the family without reckoning with causative factors and that one cannot build up the individual or family without the aid of the church, the educational and leisure time forces of the community.

In this year's meeting, one saw new faith in community councils and other types of local neighborhood organizations. It was obvious that many were concerned with the revitalizing of natural community groups. Once again the Conference looks to neighborhood and community forces as the principal factors in dealing with delinquency. The danger in the rediscovery of this force is that it may be regarded as another Utopia.

Social work and its ramified problems cannot be evaluated adequately without understanding the many basic changes that have come over American life in recent years. One must appraise all social problems in the light of the changed situations in which we find ourselves. The Conference seemed to appreciate to a higher degree than ever before the need of knowing the economic backgrounds relative to social welfare. The section on Social Action presented what was tantamount to a course on current social and economic problems. This program alone, apart from the splendid contribu-

tions in other sections, amply compensated those attending the Conference.

All the general sessions were devoted to some phase of government and our common welfare. Miss Edith Abbott, our competent and distinguished new president, pointed out that social workers must regard governmental social policies, such as Federal relief, old age pensions, care of dependent children, as political questions to be dealt with by political methods. Miss Abbott's courageous stand for the merit system brought new hope to the social workers at Atlantic City. They had been struggling against powerful odds during the past year and they now look to her as a leader who will guide them out of the wilderness.

MAYOR LaGUARDIA brought a spirited message which incorporated a plea for capable and trained personnel of a high order. President Dodds of Princeton addressed himself to the question of reconciling an ever expanding program of government with the traditional principles of democracy. He maintained that the acceptance of new governmental functions in America, and above all, the expert administration of these services would entail a long uphill struggle. Those who attended the closing session of the Conference felt a debt of gratitude to Dr. Lowenstein for his masterly

presentation on "National Security—What Price?"

No review of the Conference would be complete without reference to the scholarly and forceful address of Professor Parker T. Moon on "International Peace and the Common Good." Professor Moon was convinced that the rewriting of the map of Europe, such as was attempted in the Treaty of Versailles, was by no means an easy matter. It left many unsatisfied national ambitions. In a number of instances it brought together under one flag, people with different cultural backgrounds. It was responsible for many of the difficulties that Europe is experiencing at the present time.

As one might naturally expect, the National Conference expresses many philosophies and many points of view. It is a forum in which differences of opinion are thrashed out. With all its varieties this forum strikes certain dominant notes. As the picture of Atlantic City recedes we think of our beloved country at the crossroads. We think of the changes that must come about in government structures to meet the conditions of a new order. We think of the long struggles incident to the development of technical service in new governmental functions. We think of the paper that made an outstanding, a positive contribution to our social work literature, "Employment Planning," by Paul U. Kellogg. It received the Pugsley Award which it richly merited.

Program Suggestions

IT may seem a little early to be discussing the program of the 64th Annual Meeting of the National Conference of Social Work when discussions of the Atlantic City meeting still are in the air. But the members of the Conference Program Committee believe in getting to work early. They believe, also, that with the

details of the 63rd Annual Meeting freshly in mind, Conference members may be inspired to contribute scores of ideas for the 1937 meeting in Indianapolis. The Program Committee will be glad to have your suggestions and asks that you mail them to the Conference office, using the blank below.

Following are some subjects which I believe might well be included in the program of the National Conference of Social Work in Indianapolis.

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Please indicate after each suggestion how you think the material could best be presented—formal, formal and discussion, all discussion, debate, panel, etc.

Name

Organization

Return if possible by September 15 to the
National Conference of Social Work
82 North High Street, Columbus, Ohio

Address

THE ATLANTIC CITY CONFERENCE

Summary of Sixty-third Annual Meeting; Merit System, Work and Relief, Social Security Act Among Main Issues under Discussion

A newsreel cameraman and his assistants prepared for an action shot in front of the Auditorium on the Boardwalk in Atlantic City, N. J. Several young women, National Conference of Social Work programs tucked under arm, approached.

"Will you please wait just a minute?" asked the cameraman. "We'd like to shoot a picture of some of the delegates walking into Conference headquarters."

The young women paused, glanced at wrist watches: 1:50 o'clock; ten minutes before the next afternoon sessions.

"Sorry," they decided quickly. "We haven't time. We're going to a meeting."

And they hurried through the corridor . . .

One little incident, but significant. For the thousands who attended the sixty-third annual meeting of the National Conference of Social Work in Atlantic City the last week of May found it too important to pass up in favor of extra-curricular activities. To be sure, there were strolls along the Boardwalk, rides in the roller chairs, chats over teacups, visits to various seaside spots during that sunny week—but all of these were incidental.

Measured by any of several standards, the session achieved new Conference heights. From the moment the Conference opened Sunday evening, May 24, before more than 5,000 persons in the crowded Ballroom of the Auditorium, until the close of the final Conference luncheon Saturday, May 30, in the jam-packed Renaissance Room of the Ambassador Hotel, the meeting fulfilled the hopes of those who had foreseen a great 1936 Conference.

The official registration of 6,673 was more than double that of the previous Atlantic City meeting in 1919 and surpassed by more than twelve hundred the former high mark established in Boston in 1930 . . . The program, with more than two hundred fifty individual sessions conducted by the Conference and forty-eight associate and special groups, proved virtually all solid content, virtually no chaff in its presentation of all shades of economic, political and social philosophies and experiences . . . The increased participation by young men and young women—serious-minded and informed people—was manifested on all sides . . .

If any main currents were revealed in the week's sessions they showed themselves in the stress laid upon the need for the merit system in government; in the

conflicting views on relief: the champions of public work on one side, the proponents of work plus relief on the other; in the recognition of significant advances made toward social security, coupled with the insistence upon greater—far greater—strides in that direction, and in the overhanging concern over the possible spread of fascism.

THE opening session was impressive in its simple dignity. There was none of the pageantry which marked the first session of last year's Montreal meeting. There were no welcoming addresses from state or municipal officials as in past years. The meeting began with the seating of Conference officers and committee members on the platform. Following them came eleven past presidents: Katharine F. Lenroot, William Hodson, Frank J. Bruno, Sherman Kingsley, Robert W. Kelso, Allen T. Burns, Owen Lovejoy, Homer Folks, Jeffrey R. Brackett, John M. Glenn and Alexander Johnson—the beloved Uncle Alec. As Uncle Alec reached the platform, the audience broke into sustained applause: a tribute to the oldest living past president, who served in 1897.

Then following the invocation by the Rt. Rev. Benjamin M. Washburn, bishop of the Episcopal Diocese of Newark, N. J., Monsignor Robert F. Keegan delivered his presidential address, "Democracy at the Crossroads."

"Like other periods of crisis," Monsignor Keegan declared, "these years have produced an enormous output of remedies, some good, others hazardous and still others definitely suicidal. All the remedies which have been proposed and all the remedies which have been tried possess the common characteristic of offering a new premise for public policy, the premise of further governmental intervention, a premise which in the minds of many places our democracy at the crossroads."

Stressing the point that the era of rugged individualism is past, Monsignor Keegan said increasing governmental intervention in the field of human welfare is inevitable. At the same time he warned his listeners away from both fascism and communism.

He continued:

"There are those who cry: 'Back to rugged individualism.' It would be an unprofitable adventure. Some favor a communistic experiment. We have too much

faith in spiritual values and human rights to go the Russian way. Some believe in the totalitarian state—the overlordship of an oligarchy in every sphere of life, a deification of the state. In flight from such abuse of power our forefathers came to this country.”

STANDING room only was available—and in demand—as the second general session opened Monday evening May 25. Edith Abbott, who later in the week succeeded to the Conference presidency, and Mayor Fiorello H. La Guardia of New York, shared the platform and the subject: “Public Welfare and Politics.” The audience punctuated both speeches with vigorous applause.

Miss Abbott lost no time in opening an attack on politics in public welfare services and insisting upon the extension of civil service and other reforms in those fields. She declared the “political clearance” policy under which Federal relief funds have been administered is a “chip off the old block” of the spoils system.

“Politics has been the evil genius of our public welfare program ever since the earliest days of American social reform movement,” she said. “And social workers today are only following the time-honored traditions of our early leaders in trying to keep these services not perhaps ‘above the battle,’ but above the betrayals that too often follow the battle.”

Although admitting “those of us who believe in civil service are under no illusion about its difficulties,” she regarded “the establishment of a merit system through the adoption of proper civil service laws” as the “only way out.” She urged social workers “to go before the platform committee of every political party and ask support for certain planks about which we are all agreed. A civil service plank must go before every state convention. We should try for a permanent federal aid policy that will give us a permanent Home Assistance Bureau in the Social Security Board. We should pledge every political party to broaden and extend the Social Security program.”

Mayor La Guardia opened his address in a far more skeptical vein. Referring to Miss Abbott’s “We want a pledge from the politicians,” he commented, “What a glutton she must be for disappointment.”

“A civil service plank has been written in the platforms of both major political parties for the last twenty years,” he said, “and it doesn’t mean a thing. I am not quite as optimistic. This is only my thirty-second year of office, and don’t forget I have lived with these birds all these years. I know them. No, I think you will have to do something a great deal more aggressive than go to the conventions and exact a plank.”

If a spoils system prevails in a state, he asserted, “it is because the people in that state tolerate it. I will be able to continue to keep politics out of relief and the other departments of the city (of New York) just

so long as the people of my city want it. We must accept that in a democracy.”

PRESIDENT ROOSEVELT sent a special message to the Conference which was read Tuesday evening at the third general session by Stanley Reed, solicitor general of the United States Department of Justice.

“Many of us are accustomed to appealing for the cause of humanity,” said the president. “Let us remember that humanity is not society; humanity it just plain folks . . .

“In matters of social welfare we should keep sight of the fact that we are not dealing with ‘units,’ ‘individuals’ or with ‘economic men.’ We are dealing with persons. Human personality is something sacred. It enjoys the light of reason and liberty. It grows by rising above material things and wedding itself to spiritual ideals. Our social order is worthy of human beings only in so far as it recognizes the inherent value of human personality. Our cities, our states and our nations exist not for themselves but for men and women. We cannot be satisfied with any form of society in which human personality is submerged.”

Parker T. Moon, professor of International Relations at Columbia University, was the principle speaker of the evening, and his address on “International Peace and the Common Good” was one of his last public utterances. He died unexpectedly on June 11.

Professor Moon, who in 1918-19 had served as a member of the American Peace Commission in Paris, surveyed the present military preparations and movements in Asia and Europe, then expressed his belief that the hope for peace rests with the League of Nations, with the participation by the United States in rigid economic sanctions against national disturbers of the peace and with the removal of international trade barriers.

“The prevention of war is one of those neat phrases that cover a multitude of whims,” he said. “Innumerable magic formulae have been offered to the public, and none has passed the laboratory test . . . The most useful method of preserving peace . . . is the League of Nations. It is the fashion to say that the League has failed. That is true, but it is only half the truth. The League has succeeded amazingly well in its moral function of detecting and condemning aggressors, even when they are reckless great powers like Japan and Italy. The failure has been in the application of sanctions.”

An open meeting of the Committee on the International Conference of Social Work was held Wednesday afternoon with three speakers addressing the audience: Mary van Kleeck, director of the Division of Industrial Studies of the Russell Sage Foundation; Katharine F. Lenroot, chief of the Children’s Bureau in the United States Department of Labor, and Frank J.

SEATTLE IN 1938

SEATTLE was selected as the 1938 Conference City at the business meeting on Wednesday of Conference week. Several Pacific Coast cities joined in presenting Seattle's invitation. The Conference last met on the Pacific Coast in 1929 (San Francisco) and in Seattle, 1913.

Bruno, professor of Applied Sociology at Washington University.

CLIMAXING this session was a special radio address by Henry Wickham Steed, British journalist, who spoke to the Conference from London on "The Crisis of Peace." His talk was brought to the Ballroom of the Auditorium by the National Broadcasting Company and at the same time was released throughout the United States on a national hook-up.

Mr. Steed detailed the failures of the League of Nations to provide peace and expressed the fear that the world is in greater danger of war than at any time since July, 1914. He injected into his discussion the term "non-war," stating:

"The crisis of non-war, misnamed 'peace,' is upon us and upon the world. We see that the laws we thought had been made against war are brought into contempt for lack of a community sense among the nations which deem themselves civilized."

However, he added a note of mild reassurance. Because, he said, "even today—and without counting the United States—the armed forces which still stand for non-war in Europe are twice as strong as those of the countries that are pursuing war policies, and . . . in potential resources the non-war countries are five times as strong as the others . . . there may still be a chance to uphold, for a space, the precarious state of non-war that goes by the name of peace."

Dr. Harold W. Dodds, president of Princeton University, addressed the last evening session Friday, May 29 and forecast in his speech on "Government and the Common Welfare" that the next generation in America will have to decide whether this country will continue as a democracy or will turn toward a fascistic-type of government. He feared idleness and spiritual frustration may turn American youth toward fascism in the manner that the same thing occurred in European countries. As a check on this trend—and for the general betterment of the nation—he proposed interesting the youth of this country in public service; building up a career service in government.

"In my judgment," Dr. Dodds said, "America is not ready for any all embracing state philosophy which will replace individual responsibility or any state theory which absorbs the individual in it. I think the American tradition and spirit is against that. But I do feel

very positively that the next generation will have to make that decision and while I am far from predicting anything like fascism for the United States, certainly along European models, I do see the parting of the ways . . .

"If democracy is going to succeed, it must not betray its youth. It must not permit conditions to arise which destroy individual responsibility, individual opportunity and self expression . . . One way to find an arena in which youth can serve is to interest more of the youth of the country in the public service."

At the closing Conference session, a luncheon Saturday, May 30, Dr. Solomon Lowenstein, executive vice-president of the Federation for the Support of Jewish Philanthropic Societies, New York City, and nominee for 1938 president of the Conference, spoke on "National Security—What Price?"

American democracy cannot endure if the "agony and misery of the last six years" are to be regarded as regularly recurring features of the business cycle, Dr. Lowenstein said.

The United States cannot permit profits to roll up for the enrichment of the few, Dr. Lowenstein declared, adding: "After a reasonable profit for enterprise and ingenuity and resourcefulness and risk has been allowed, the larger profits to which we all contribute must be made available for the welfare of all."

Discussing the Social Security Act, Dr. Lowenstein said:

"I recognize a great amount of good in this law. It represents a first step in the right direction."

Dr. Lowenstein criticized the absence of standards of health and decency and the absence of standards of administrative personnel from the act; likewise, its failure to include any kind of health insurance and its failure to cover great categories of workers—including social workers.

THE same incisive qualities which marked the general sessions prevailed throughout the programs of the four sections—Social Case Work, Social Group Work, Community Organization and Social Action.

The Social Case Work section, under the chairmanship of Ruth Blakeslee, assistant director of the Public Assistance Division of the Social Security Board, opened its sessions Monday, May 25 with a discussion of "The Contribution of Social Case Work to Security in Terms of Human Personality and Relationships."

"With the general standard of living in the United States probably the highest in the world," declared Frank J. Bruno, "the economic security of our workers is the lowest of any industrial country on earth. There are more unemployed in the United States than in all the rest of the industrialized countries of Europe and Australia put together. And unlike the unemployed in those other nations, ours are unprotected by any plan

of social insurance or even the most primitive assurance of relief.

"In an age of such potential wealth as ours, a low standard of living becomes a scandal and an indictment against the social morality of our time. We are coming to understand, however, that security is a broader term than merely assurance of economic support; that, in fact, economic support is but one of the elements of security."

The case work section turned next to a consideration of the community needs for a comprehensive welfare program.

Edward D. Lynde, executive secretary of the Cleveland Welfare Federation, considering "The Need for Individualization in all Welfare Services," commented: "The government is just beginning to realize that to give people an equal chance it must treat them unequally."

"Social workers," he said, "have learned that relief without individualization tears down faster than it builds up. They have learned that belligerence in a client may be a far more hopeful sign than gratitude."

Dealing with "The Part of the Worker in the Community's Acceptance of Social Work," Elizabeth McCord, regional representative of the Bureau of Public Assistance of the Social Security Board, expressed the opinion that social work will become more and more generally accepted in method and philosophy because the men and women in the profession are being recognized as possessing "knowledge which is valuable, skill which is useful and a point of view which is sound, clear and flexible."

CRITICAL of social workers as well as laymen who fail to appreciate the purpose and value of professional standards in case work, Walter West, executive secretary of the American Association of Social Workers, asserted: "Standards are indispensable and their necessity forces their use."

"The apparent simplicity of the act of giving relief and the fact that time is not allowed and facilities are not provided for what are thought to be the complications of case work has led many to believe that relief personnel need only consist of persons able to go through those simple routines. This has disclosed an alarming lack of conviction on the part of social workers themselves, many of them in positions of great influence, concerning the validity of the knowledge which social work has acquired."

In discussing the relationship of a standard of professional training and education to good professional practice, Florence Sytz, assistant professor of Social Case Work in the Tulane University School of Social Work, said:

"The future development of schools of social work will be largely conditioned by the creation of a public opinion which will discriminate between the professional social worker and the non-professional counterfeit, even

though the counterfeit be almost as good if not better than the original article, and which will insist upon a 'new conscience in public administration' expressing itself in terms of merit systems; upon universities concerning themselves with the problems of social welfare and the adequate support of graduate schools of social work, and finally upon the understanding of the members of the profession of their own practice and of the relation between this practice and professional education."

Virginia P. Robinson, associate director of the Pennsylvania School of Social Work, Philadelphia, commented in her discussion of "Educational Processes in Supervision" that the problem of introducing new workers into the field of social work and preparing and supervising them "is without question one of the most difficult problems which this profession faces today." She recalled the manner in which schools of social work have given special instruction, opening extension classes to help train "thousands of persons who were suddenly drafted into a field with which they may have had no previous contact—from young, untried students to middle-aged individuals with training and successful experience in other fields."

"The supervisor is the most important component in supervision," said Fern Lowry, instructor in the New York School of Social Work in her discussion of "A Philosophy of Supervision in Social Case Work."

"The supervisor is, after all, another case worker sharing with the supervisee their joint responsibilities toward the client and the agency. The supervisory experience should represent a growth experience for the supervisor—just as it does for the worker."

Sophonisba P. Breckinridge, professor of Public Welfare Administration in the Graduate School of Social Service Administration, University of Chicago, and Mrs. Ethel S. Wannemacher, training supervisor of the Pennsylvania State Emergency Relief Board, Harrisburg, addressed a session dealing with professional education and staff instruction.

In her paper entitled "The New Horizons of Professional Education," Miss Breckinridge said the American Association of Schools of Social Work is eager to meet the challenge of the new security legislation for adequate workers.

"The challenge of the new security legislation," she stated, "has meant that the association stands ready to be of service by a modification of curriculum and by the development of new types of course, if this seems desirable, at times of the day or year other than the usual periods and perhaps, as before, in other places than the ordinary class room or the agencies and authorities of the locality. Extra-mural instruction may prove necessary, and, if so, the schools will, I believe, not find it impossible."

Mrs. Wannemacher, discussing "Staff Instruction and its Applicability to Relief Administration," told how the Pennsylvania SERA in July, 1934, organized a department of training to strengthen and supplement the

efforts of the county agencies in providing instruction to the relief agency personnel. The instruction, she said, has been planned to help the persons who have been drawn from other fields to achieve a professional level of performance.

Grace Marcus, case work consultant of the Charity Organization Society, New York City, said in her paper on "The Case Worker's Problem in Interpretation" that: "Social work, like any other growth, is the product of external forces which can be only slowly understood and brought under conscious control." She summed up the differences which distinguish the case worker's functioning from the layman's, observing:

"In the first place, the case worker actually observes attitudes and behavior which the layman is not trained to see. Second, the case worker frequently attaches a different meaning to what she sees, a meaning which was discovered by research in that realm of the mind which is hidden from consciousness. Thirdly, the case worker postulates interrelationships between physical needs, mental phenomena, experience and environment on the basis of a theory constructed from data inaccessible to the layman."

HERTHA KRAUS, professor of Social Work at Carnegie Institute of Technology, opened a session on the contribution of case work to the administration of social insurance with "A Critical Analysis of European Experience." She pointed out how America's problems of organizing social insurance differs from European ones, but how European precedent may well stand as background material. Dr. Kraus warned against what she called "chief among the errors in the early planning for social insurance administration in Europe:" the exclusion of the professional social worker in the administrative set-up and the error of not allowing for planned cooperation with public and private social agencies.

In a paper on "The Role of Economic Security in the Adaptation of the Individual," Dr. Abraham Kardiner of New York City discussed neuroses that frequently follow economic insecurity. He dealt also with what he referred to as the fluid concept of the term "economic security," remarking: "It has a different meaning to the same person at different epochs in his life, varies among different individuals in the same group and varies widely in different groups as compared with each other. We must not confuse economic security with economic abundance or surplus, or insecurity with poverty and want."

Turning to the question of selecting case work personnel, the case work section presented three speakers: Pauline Miller, director of the Division of Case Supervision and Personnel in the Maryland Board of State Aid and Charities, Baltimore; Rosemary Reynolds, instructor at Western Reserve University, and Mary A. Howell, executive secretary of the Children's Aid Society, Richmond, Va.

Miss Miller surveyed the methods employed in Maryland in selection of social work personnel which, she

said, usually follow along four steps: the sifting of candidates from Joint Vocational Service files for follow-up through correspondence; personal interviews between the personnel officer and selected candidate; arranging for personal interview of the candidate with other members of the State Department, and arranging for civil service examination or temporary appointment pending examination.

Miss Reynolds, discussing the manner in which a professional school of social work selects its students, named several qualities which are considered in potential students: "common sense, sense of humor, imagination, flexibility of thinking, flexibility in grasping the essence of an idea and good health."

Miss Howell dealt with selection of personnel in a private agency and suggested a deliberative policy. "Granted we have with the use of our best skills made our decision about the worker," she said, "I am more and more convinced that in such decisions, to make haste slowly is the wisest plan."

Emphatically approving the use of "mother substitutes" in motherless families, Lorraine H. Jennrich, director of the Motherless Family Department of the Family Welfare Association, Milwaukee, said: "We concede that the provision of housekeeping service is not the panacea for every motherless family. It is only one method of solving a social problem. But it does make possible the preservation of family life, a very essential factor in developing the personality of the individual and aiding his adjustment to society."

Ruth Jones, director of Mother's Pensions in the County Court of Domestic Relations, Cincinnati, followed with a summary of the new child care program in Hamilton County, Ohio, basing her information on the report of a United States Children's Bureau study there. Undertaken in 1934, the study emphasized the need for better case work services in the institutions and agencies serving children, Miss Jones said, and called attention to the fact that "some institutions are still without the specialized case work service needed to tie up the child's treatment with plans for the family and with the community resources upon which he must depend when he leaves the institution."

DEALING with a phase of supervision distinguished from that discussed earlier in the week, Florence Hollis, field demonstrator in Social Case Work, School of Applied Social Sciences, Western Reserve University, discussed "The Emotional Growth of the Worker Through Supervision" and observed: "The practice of case work cannot be learned by intellectual processes alone . . . It is impossible in any kind of training to provide the student or worker with a formula for every situation he will unexpectedly be propelled into. Our only safeguard then is to develop the emotions as well as the intellect so that a helpful use can be made of knowledge when it is acquired."

In a discussion on "Early Interviews as a Basis for Treatment Plans," Leah Feder, associate professor of Social Work at Washington University, emphasized

the importance of those sessions between worker and client in preparing the groundwork for treatment plans. "Practical problems may have to be met in the first few interviews," she said. "In addition, a whole stream of observations and impressions presents in finely etched miniature the factors upon which treatment will be based."

Following with a paper on "Factors in Treatment," Charlotte Towle of the Graduate School of Social Service Administration at the University of Chicago, said: "In general three sets of factors interplay in case work treatment. The function of the agency, the professional qualifications of the worker and those factors inherent in the client's total situation together determine the treatment possibilities in any given case."

Every case, she added, needs one or more "exploratory interviews" in which the client presents the nature of his problem as he sees and feels it.

To overcome the ill effects of granting relief on a hit-and-miss basis, effects which show up in "ever-increasing dissatisfaction and discouragement, sickness and hospital care, inability to work and prolonged dependency, crime and court cases and mounting taxes," Lucy H. Gillett, director of Nutrition Service of the Association for Improving the Condition of the Poor, New York City, appealed for a consideration of the "human quality" when family budget estimates are established. "Even though the giving of relief on a commodity basis were to save money, which is doubtful, it would soon defeat its own end for it leads to greater expense in the salvaging of health and human souls," she commented.

Dr. Walter J. Alexander, chairman of the Negro Advisory Committee of the New Jersey Tubercular League, Newark, N. J., appealed for special consideration of health problems as they relate to the Negro group. This, he said, would help overcome what he termed alarming mortality and morbidity conditions among the Negroes of the United States.

Concluding the case work sessions, Marion Nicholson, social worker in the Child Guidance Clinic, Philadelphia, presented a paper on "Individual Treatment and Social Adjustment" and Florence R. Day, field secretary for the Great Lakes Region of the Family Welfare Association of America, on "Social Case Work and Social Adjustment."

Said Miss Nicholson: "From the moment in which the therapist or case worker assumes any part of the responsibility involved in the psychological treatment of a child, he is related to the social adjustment of both child and parent. A child guidance clinic presents itself to the community as a resource in meeting difficult situations in the development of children. School people suggest its use and parents bring children to it and recommend it for the children of their friends because it offers a possibility of help with children whose social adjustment appears to be unsatisfactory at some point."

Said Miss Day: "There is controversy as to whether the case worker as a social worker should take more

responsibility for directing clients into particular types of social activity rather than stopping when we have done all we can toward equipping the client to enter into social participation . . . Perhaps our confusion over our responsibility for directing the client's choices is really a confusion over the responsibility for our own two functions—one, the function of case work treatment; the other, the function of social action . . . But case work is not a substitute for social action and social action is not a substitute for case work. The client is not the case worker's tool for effecting social change even though it may be true that as case workers we fail to discharge our function as social workers."

MODERN educational methods in the group work agency occupied the attention of the Social Group Work Section Monday, May 25 as it opened its week's deliberations under the chairmanship of Grace L. Coyle, assistant professor, School of Applied Social Sciences, Western Reserve University.

Joshua Lieberman, director of Camp Robinson Crusoe, Sturbridge, Mass., began by advising complete informality and the abolition of set programs in boys' clubs. He scoffed at parliamentary procedure in the conduct of boys' club meetings. Mr. Lieberman also suggested that group work leaders pay less attention to the appearance of buildings in which the youngsters meet and more to what the boys are able and capable of doing.

Discussing "Dramatics and Personality Growth," Mrs. Charlotte B. Chorpenning, director of the Goodman Children's Theatre, Art Institute, Chicago, said: "Children should never be shown off for the smug satisfaction of parents or teachers or themselves . . . Children are easily swung into a dramatic experience and children playing for children need only a minimum of skill to make the situation a real one. But the skills needed to swing an adult audience into a genuine dramatic experience requires rigorous discipline."

Samuel Levine, executive director of the Council Educational Alliance, Cleveland, speaking on "The House Council as Experience in Democracy," assumed a critical attitude as he observed: "When we attempt to analyze and evaluate the house council as an expe-

INTERNATIONAL PROCEEDINGS

MAYBE you couldn't get to London this month to attend the Third International Conference of Social Work. However, you can obtain a copy of the Proceedings and find out what went on by joining the International Conference. The Proceedings is sent to all members. The membership fee is \$5 and covers a four-year period. Mail International Conference checks to the National Conference of Social Work, 82 North High Street, Columbus, Ohio.

rience in democracy, we find, in the light of our definitions, serious limitations. We see that in group work agencies as well as in most private and social work agencies supreme power is invested in a board of directors and not in the membership. Philosophically, this fact is of great importance. It immediately removes one of the pillars which supports our definition of democracy."

Turning next to a session on recording in group work, Gertrude Wilson, field instructor, School of Applied Social Sciences, Western Reserve University, presented a paper on "Methods of Record-Keeping of Individual Contacts and Group Behavior," and Francis L. Adkins of the Division of Social Statistics, Children's Bureau, United States Department of Labor, spoke on "Reporting Activities of Group Work Agencies."

As discussed by Miss Wilson, the purpose of record-keeping of group behavior is to provide a record of what happens within the group which will be of practical help to the leader and supervisor in understanding the individuals and the group process with which they are dealing. She stressed the importance of record-keeping and pointed out that the very fact its value is not generally understood by community chests, boards and various administrative officials should stimulate group workers toward striving for inclusion of "record-keeping funds" in agency budgets.

Miss Adkins discussed statistical reports (reports submitted to a central agency, such as a community chest, a council of social agencies or national organization, by a member agency) and suggested: "In order to obtain the necessary information for the unduplicated count of individuals, a central file or index is necessary." She cautioned: "Statistical reports are in no way intended as the only means of evaluating an agency's work. They are, however, basic in that evaluation, but to be valid they must be supplemented by observation and by expert judgment."

VOLUNTEERS and trained group workers alike found the address of Mrs. John Dabney, Junior Leaguer and member of the Board of Trustees at Goodrich Social Settlement House, Cleveland, loaded with constructive ideas. She spoke on "A Volunteer's Preparation for Group Leadership."

Mrs. Dabney suggested as the first need of a volunteer a general lecture course on the history and philosophy of group work as applied to the particular community, during which modern theories and the relationship of group work to other social services should be explained. Following this, she said, should come training in practical psychology and discipline, and after the training course, the volunteer should be provided adequate supervision.

Louis Kraft, director of Jewish Center Activities of the Jewish Welfare Board, New York City, explained in his address on "Experiments in Training of Group Leaders" how the welfare board has undertaken a training program for club leaders. High points of the program, he said, are: 1. Basic lecture course of fif-

teen weekly sessions; 2. workshop training of leaders in arts, crafts and dramatics; 3. the Club Leaders Association, consisting of some three hundred leaders of club groups in greater New York; the association conducting monthly meetings devoted to discussion of objectives, problems and programs of club work.

Agnes Leahy, executive secretary of the Personnel Division, National Girl Scouts, New York City spoke from the point of view of her own organization—of which, she said, more than 99 percent of its 66,000 workers are volunteers—in her talk on "The Training of Volunteer Leaders." She took professional social workers to task for what she believed a too-prevalent attitude toward volunteers, asserting:

"Too frequently we hear a plea for the volunteer to 'get the professional attitude.' We hear that the 'old type' of volunteer no longer has a place in social work . . . I make a plea that the professionals try to get the 'volunteer view point.' The volunteer should not get the professional attitude, as such; nor do the professional job, as such."

Mrs. P. H. Valentine, executive director of Smith Memorial Playgrounds, Philadelphia, injected a debatable issue in her discussion on "Training for Group Work" when she said "many of us" are definitely leaning to the belief that courses in group work training properly belong in schools of education rather than in schools of social work.

A session on group work and delinquency brought Robert C. Taber, executive secretary, Boys' Club and Settlement Committee, Council of Social Agencies, Philadelphia, to the platform to discuss "The Use of a Combined Group and Case Work Approach in the Treatment of Delinquency." Declaring there is no one cause of delinquency and consequently no one solution, Mr. Taber said environmental forces as well as forces within the individual contribute to delinquent behavior. Much delinquent behavior, Mr. Taber believed, is symptomatic; there seldom is a direct cause and effect which can be simply traced; casual factors frequently lie far beneath the surface and require deep insight on the worker's part if they are to be reached.

Henry W. Waltz, Jr., director of Community and Recreation Work of the Chicago Probation Project, Children's Bureau, United States Department of Labor, told how the Federal Government through the Chicago probation project stimulated the community in the Chicago stock yards area to develop more adequate resources for problem children, and also helped build up inter-agency cooperation.

In a discussion of "Methods of Education for Social Participation," Eleanor Coit, director, Affiliated Schools for Workers, New York City, traced some of the beginnings and developments in workers' schools and cited the value of such schools in providing workers with background and training so they might better cope with a changing social order.

One of the most important questions before the American people today is free speech, Helen Hall,



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SEEING THE CONFERENCE WITH CAMERA—(1) Opening General Session in the ballroom of the Auditorium, attended by more than 5,000 delegates (2) Volunteers: left to right, Mrs. Peter L. Harvie, president of the Association of Junior Leagues of America; Katharine King, Volunteer Service Bureau, Philadelphia; Mrs. D. K. Rose, Department of Volunteer Service, St. Louis (3) Edith Abbott, 1937 president of the Conference, and William Hodson, commissioner, Department of Public Welfare, New York City; (4) Robert F. Keegan, 1936 president, greets Alexander Johnson ("Uncle Alec"), 1897 president



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General Session, 1935, at the second General Session; (6) Mayor Fiorello H. La Guardia of New York City at the second General Session; (7) Left to right: Fred K. Hoehler, director, American Public Welfare Association; Blanche L. La Du, retiring president, American Public Welfare Association; Frank Bane, executive director, Social Security Board; Katharine F. Lenroot, chief of the United States Children's Bureau; Howard R. Knight, general secretary of the Conference; (8) Registration offices and booths in the Auditorium.



headworker of the Henry Street Settlement, New York City, said in her address on "The Consequences of Social Action for the Group Work Agency." Detailing other issues, she added:

"There are three areas where freedom is still threatened in spite of all that was set down in our Declaration of Independence and in the American Constitution and its amendments. One area comprises the question of war and peace, another that of old racial and religious prejudices and the third, that of economic and political means out of the dilemma of unemployment and want."

How the Chicago recreational services were unified and strengthened last year by a consolidation movement which brought twenty-two separate recreational systems together under one head, was explained by V. F. Hernlund, supervisor of Physical Activities of the Chicago Park District Administration.

TO public agencies, rather than private, belong the provision of outdoor recreation areas and the sponsorship of large scale activities such as athletic leagues, musical and dramatic activities, pageants and city-wide classes, Roy Sorenson, assistant general secretary of the National Council, Young Men's Christian Association, Chicago, said in a discussion of the functions of private agencies.

Paul K. Weinandy, instructor of social sciences in University High School, Ohio State University, and William Kolodney, educational director of the Young Men's Hebrew Association, New York City, addressed a session dealing with problems in group formation.

Discussing the so-called "natural group," Mr. Weinandy urged that consideration be given to the great importance family and home life play in the development of youths. He differentiated between two types of group formation recognized by group work agencies—the interest group, which is organized by an agency to carry out a definite program of activity such as handicrafts or dramatics, and the natural group, which arises outside the agency but utilizes the agency resources and leadership.

Mr. Kolodney, in his paper on "Specialized Interest as the Basis of Group Organization," declared: "American methods of salesmanship applied to cultural commodities have made our institutions culture conscious and this has resulted in the creation of humming factories of educational activity in an atmosphere of mediocrity. Self-expression, having become a cult, the word 'creative' has been used to justify mass production of bad art, music, plays and the like. This was made more apparent in the last few years by the enormous expansion of our educational activities through government subsidy."

"If progress is to be made in the field of group work something must be done to improve the methods and to clarify the standards by which group work is evaluated," said Arthur L. Swift, Jr., associate professor of Applied Christianity and director of Field Work,

Union Theological Seminary, in discussing "Research and Methods of Evaluation in Group Work."

"The first task of any institution desiring to make self-evaluation an integral part of its structure must be to build a system of records with that end in view," he continued, and added that in order to adequately evaluate the activities of a group it is necessary to answer such questions as: 1. Its origin; 2. its development; 3. its present status.

PPOINTING out that essentially all education takes place in a group, S. R. Slavson, consultant in Group Therapy, Jewish Board of Guardians, New York City, and director of Re-education, Hawthorne-Cedar Knolls School, Hawthorne, N. Y., named as the mark which differentiates group work education: "The fact that in group work education the group itself is the educational instrumentality." Mr. Slavson discussed "Group Work Evaluation in Terms of the Individual."

Eleanor P. Eells, head resident, Association House, Chicago, speaking on "Essentials of a Year Round Program of Interpretation of Group Work," said: "With group work in its present state of growing pains, it seems to me important for a group work agency to focus its interpretation rather than to depend on diffused publicity, and to employ the group work process in developing its philosophy and aims." Group work interpretation, she stated, should begin with a small working group within the agency, including the executive and publicity person, expanding successively to include auxiliary and committee groups and the entire staff and volunteer groups; the constituency served by the agency; cooperating agencies; contributors, hoped-for contributors and the public.

Also addressing the session which dealt with group work interpretation, Arthur A. Schuck, director of the Division of Operations of the Boy Scouts of America, New York City, scored a point which he regarded of prime importance to character building agencies. He said:

"The representatives of the character building agencies urge that all refrain from classifying us as 'group work' agencies. It is meaningless to the man on the street. The public is interested in purposes and goals, not techniques and methods. 'Group work' is a method . . . We must make certain that the common language of the common people is the language of our interpretation."

Turning to the question of training the professional group worker, Charles E. Hendry, associate professor of Sociology at George Williams College, Chicago, remarked that from the educational viewpoint, "We in group work are passing through a natural historical development strikingly similar to that which has characterized the professions of law, medicine, education and engineering."

An address at the same session by J. Stewart Burgess, professor of Sociology at Temple University, Philadelphia, brought home strikingly the fact that group

work educational processes—far from having slipped into any conventional rut—are being constantly developed: a pioneering job in education. He told how at the instance of several Philadelphia group workers—most of them agency executives—Temple University last year started an experimental seminar for the purpose of clarifying concepts regarding group work and of eventually and jointly formulating plans for the training of group workers.

So successful was the seminar, said Mr. Burgess, that this fall several group work courses are being started, devised to meet those original goals. Departments of the University which are being called upon especially to cooperate in this enterprise are: Sociology, Political Science, Psychology, Education, Physical Education and Fine Arts.

THE group work section turned next to a consideration of the educational program of the CCC camps, hearing from Howard W. Oxley, director of CCC Camp Education in the United States Department of the Interior, and Kenneth Holland, director of the American Youth Commission, Washington, D. C.

Mr. Oxley proposed that the Civilian Conservation Corps be continued permanently as a part of the nation's educational system. Asserting also "the CCC can increasingly serve this country as a formidable device for reducing juvenile delinquency and crime," Mr. Oxley said the cost of maintaining the Corps would prove economically sound. He presented figures showing that crime costs the United States about \$15,000,000,000 annually, of which youth's part is about \$5,000,000,000, and said the latter sum would maintain the CCC on its present basis for more than fifteen years.

Mr. Holland, discussing the accomplishments of the educational program of the Corps, pointed out that the CCC educational program was not provided for when the camps first were organized, but was instituted nine months after the camps were originated. Despite many obstacles which had to be overcome—including lack of precedents for such a system, a minimum of equipment and the opposition of regular army men—the program, Mr. Holland added, has proved a success in helping erase illiteracy among the CCC enrollees, in developing skill in arts and craft among the youths, in instilling an appreciation of social and economic problems and in other ways.

The final group work program concerned youth programs. Joseph Lash, executive secretary of the American Student Union and member of the National Council of the American Youth Congress, traced the origin and development of the American Youth Congress and said it "has become the spokesman of the generation from 16 to 24 years of age. It has proved that it is the property of no group, no one opinion, but is the champion of the rights of the whole generation of disposed."

Lucy Carner, executive secretary of the National Services Division of the Young Women's Christian Associations, speaking on "The Place of the Private

Proceedings Date Set

DRESSED in a new and distinctive binding, the new Proceedings of the National Conference of Social Work is scheduled for release October 15. The volume will contain more than sixty selected papers from the Atlantic City meeting. The Proceedings is sent to all Conference members paying annual fees of \$5 or more. Those with \$3 memberships may obtain the book by sending an additional \$2 to the Conference office by September 1. Any one may order the Proceedings by mailing \$3 to the University of Chicago Press, Chicago, Illinois.

Group Work Agency in the Program for Youth," said there are certain functions to be performed by private social agencies in the group work field that government and self-directing groups of young people are not so well equipped to perform. "The first of these functions is the retention of a variety of social auspices and a variety of social emphasis in programs for youth," she said.

The Community Organization section, headed by Chairman Ralph H. Blanchard, administrative director of the Community Chests and Councils, New York City, opened its program Monday, May 25, with a session entitled "Putting the Social Security Act into Effect." Speakers included Frank Bane, executive director of the Social Security Board; Harry Greenstein, executive director of the Associated Jewish Charities, Baltimore, and Wilfred S. Reynolds, director of the Council of Social Agencies, Chicago.

The Social Security Board has three major functions, Mr. Bane said. "The first of these is to cooperate with the states in the development and administration of unemployment compensation, old-age assistance, aid to dependent children and aid to the blind. Second, to develop the necessary machinery and to directly administer the system of old-age benefits to provide monthly allowances to aged workers from a fund that will be built up by the workers themselves and their employers. Third, to study the broad question of dependency from whatever causes and to make recommendations as to the most effective methods of providing economic security through social insurance.

"Thus," continued Mr. Bane, "it will be seen that the board has a job of developing the technique of federal and state relationships upon a wider front than ever before in this country."

Mr. Greenstein pleaded for service rather than dictation from the Federal government. He stressed the need of integrity of administration and the employment of adequate personnel and said that the immediate task is to seek qualified workers and to support them on the job.

Mr. Reynolds said the welfare of the people of the country rests ultimately upon the Federal government. The Social Security program, he added, should be

administered by independent unpaid county boards. He stressed the importance of personnel and standards of work and said he regretted Congress had failed to establish a merit system for the selection of personnel. The job now, he said, is up to the states.

The next session dealt with the question of interpretation of social case work. Hilary Campbell, editor of the *News Bulletin of the Social Work Publicity Council*, New York City, and Arch Mandel, executive secretary of the Bureau of Community Service, Dayton, Ohio, spoke.

"Is public understanding of social case work increasing?" asked Miss Campbell, and she answered her own question, "no." However, she expressed doubt that it is absolutely necessary that the public understand social case work.

Miss Campbell reported the results of a personal journalistic enterprise in which she visited Central Park, selected fifty persons at random, questioned them on their understanding of case work and found almost a unanimous misconception—or "non-conception"—of the subject.

CASE work interpretation must start at home—with social workers themselves—before any successful effort toward interpretation can be made with a skeptical public, Mr. Mandel declared. And in dealing with the public, he continued, the interpreters of case work should be perfectly candid and "less vague about it." He said: "We must claim no more than we can actually do. We must tell the public that in some instances we can make people more comfortable . . . We must admit that there are many, many cases beyond our ability to help."

Members of the Junior League have a definite contribution to make in community welfare planning, Mrs. Herbert R. Spencer, chairman of the Planning Committee of the Erie County Community chest and former president of the Erie, Pa., Junior League, said, stating: "Most Junior League members display a fundamental willingness to serve which is instilled into them from the time they join. They possess the enthusiasm of youth. They are blessed with a slightly better than average education. They possess another extremely valuable commodity—leisure time—and they have an incredible flair for raising money."

Speaking on "Lay Participation in Social Planning," Gertrude Taggart, member of the Board of Directors of the Community Fund and Executive Committee of the Council of Social Agencies, Indianapolis, Ind., said: "Two types of laymen have become increasingly interested in social work: the one from a very real desire to serve intelligently and the other almost wholly from a realization of the increasing tax load. The one gives cheerfully of his time and money to agencies for social betterment, considers their problems as his own, and is always their champion. The other pays out money

grudgingly, if at all, criticizes often without thought or knowledge or perhaps backs the wrong type of work."

In his discussion, "Sharing Responsibility for Social Planning," Leroy A. Ramsdell, secretary of the Community Chest and Council of Social Agencies, Hartford, Conn., pointed out the essential background and equipment of the executive of the council of social agencies, observing:

"He should have a broad knowledge of the social sciences and of the essential interrelationships among the various technical and professional services upon which the life of the modern city depends. He should also have a thorough understanding of the principles of administrative and community organization and exceptional skill in discovering bases for agreement in the midst of confused and divergent viewpoints and opinions."

The increasing importance of the social service exchange in community organization was emphasized at a session which brought to the speakers' platform Jane M. Hoey, director of the Division of Grants in Aid of the Social Security Board, and Kenneth L. M. Pray, professor of Social Planning and Administration at the University of Pennsylvania and secretary of the Pennsylvania Commission on Public Assistance and Relief.

Mr. Pray summarized the situation when he told how the casual pre-depression attitude toward the exchange has given way to the realization of "the imperative necessity of relying, first of all, upon a solidly constructed, adequately supported and skillfully administered central registry as a basic element in a sound community-wide program of social services."

Taking up the question of coordination of local, state and national programs for transients, Homer W. Borst, executive secretary of the New Haven, Conn., Community Chest, pointed out that even though the Federal Government has withdrawn from the transient field, "the state line represents an advanced position."

"It may be possible," he suggested, "through state initiative to realize in certain regions composed of several contiguous states contemporaneous transient programs under state leadership initially but with cooperative features as between the states. If that can be accomplished, there will be foundation for influentially requesting Federal participation on a grant-in-aid basis."

THE sharp cleavage between advocates of public work and champions of relief showed up as Joanna C. Colcord, director of the Charity Organization Department of the Russell Sage Foundation addressed the Community Organization section on "Relief, Style 1936." In severely attacking the exclusion of direct federal relief by the WPA work program, Miss Colcord expressed views at odds with representatives of the Works Progress Administration on the program—notably Aubrey Williams, who spoke on work and relief later in the Conference program.

"A direct relief program is necessary as an under-

pinning to work relief and categorical home relief alike," declared Miss Colcord.

"Not yet completely provided with funds, and threatened with questions of its constitutionality, the Social Security Act is, nevertheless, by far the more important and potentially powerful of the two branches which the tree of relief has put out for the relief of distress . . .

"The works and the social security programs form no more than a good step in the direction of complete coverage of need in the United States . . . Planned public works and social insurance, both divorced from relief machinery, will mark a significant advance, but the most important part of a security program is the substructure upon which those services must rest—a non-categorical and well-integrated federal, state and local administration for public welfare."

Discussing "The Growing Edge of Medical Service," Dr. Roscoe R. Spencer, officer in charge of Public Health Education, Public Health Service, United States Treasury Department, contended that the practice of personal preventive medicine "is here to stay." Continuing, he said, "the popular demand for more and more prevention cannot be denied because from the standpoint of both the individual and the community it is cheaper and more effective."

Dr. Spencer cited another new trend in the social aspect of medicine, commenting: "It is becoming increasingly important that the physician regard his patient as a social unit and not simply as a case of tuberculosis or cancer. Perhaps we need to evolve a new specialty, medical sociology. The work of the physician, the social worker and the public health nurse are definitely interrelated."

A session on fact finding and local community organization brought together three speakers: Shelby M. Harrison, general director of the Russell Sage Foundation; Linn Brandenburg, director of the Bureau of Statistics and Research, Council of Social Agencies, Chicago, and Harry M. Carey, executive secretary of the Providence, R. I., Community Fund.

Mr. Harrison enumerated points to be determined before a community is organized for social improvement and commented: "The place where information should begin in every community, since we are interested in people and in their associated relationships, is with the people."

In discussing the most effective use of material which has been collected, Mr. Brandenburg said his own organization has used three devices to help in making facts and figures available for agencies, committees and individuals: 1. A monthly statistical bulletin; 2. a Social Service Yearbook of Chicago; 3. central budgeting.

Mr. Carey, speaking on the financing of local fact-finding programs, introduced a challenging note when he said: "Unless community chests and councils awake to their fact-finding responsibilities to a greater degree than has been evidenced recently, they should get out of the community planning business and let some group

do it that will approach it from an intelligent, sensible and humane angle." He deplored the practice of "some" chest's budget committees in making appropriations on the basis of increases and decreases in budget items rather than on the basis of the amount spent for each item and assuming the responsibility for determining the finances of an agency without first consulting the facts about the agency.

Turning to a consideration of the areas of responsibility of voluntary social work during the period of changing local and national governmental programs, Neva R. Deardorff, director of research, Welfare Council, New York City, voiced a demand that public welfare programs be divorced from partisan politics. "Cannot all politicians be forced to acknowledge that hungry people cannot await the continuous reorganization of business undertaken in its own way in its own time?" she declared. "Must we not all agree that once people are allowed to get hungry, the provision of care for them cannot be suspended until actual jobs are offered to them?"

The fluctuations of the Federal Government's public welfare program have proved hardships on the voluntary agencies, she said, commenting: "The changes instituted have been of such a nature as to make it practically impossible for voluntary agencies wishing to contribute toward an orderly handling of welfare administration, either to arrange their own program or to plan their own individually or collectively with reference to the government's program for even a few months in advance, or often to get any sense of what the government wished or expected them to do. They have found their governmental partner very hard to tie to or to depend upon or even to confer with."

Dealing with the same subject, Dr. I. M. Rubinow, executive secretary of B'nai B'rith, Cincinnati, pointed out in his paper: "It would be altogether unrealistic and idle to expect seriously that a return to past conditions can be so far-reaching that we could hope for private voluntary social work to regain the proportionate position it occupied ten years ago."

"The essential change in this theoretical conflict is that now quite definitely it is voluntary social work that is on the defensive. It no longer argues in terms of substitution for European methods of social planning. It merely pleads for a place in the sun, that there are many things which it can continue doing better than a public welfare or relief program."

AS the Community Organization section neared the close of its program, a session was held on "Federal, State and Local Organizations of Tax-Supported Social Work." Mary Irene Atkinson, director of the Child Welfare Division of the Children's Bureau, Washington, and Robert T. Lansdale of the Committee of Public Administration, Social Science Research Council, Washington, D. C., spoke.

Miss Atkinson outlined a method whereby public tax-supported relief may be best administered, propos-

ing "basic principles essential in developing competent local administration." They are: 1. Selection of a local board by some method which gives the local group participation and the state administration a degree of control; 2. selection of competent personnel; 3. interpretation of the objectives of a local welfare program; 4. financial participation by Federal, state and local units; 5. provision and acceptance of state leadership and supervision; 6. a unified service to families.

Mr. Lansdale said: "I am apprehensive lest the welfare program of the Social Security Act in some states be so badly administered that the whole field of public welfare will suffer a setback in the eyes of the public from which it will take years to recover . . . If the Federal Government is to foster simplicity of operation in the states, it must adapt its organization to the pattern of state welfare organizations. We cannot have agents from several different Washington agencies descending with conflicting policies, regulations and methods of procedure upon a single state administrative unit."

A session on "The Neighborhood Approach in Community Organization" concluded the section program. Howard W. Green, secretary, Health Council, Cleveland, showed illustrative slides. Arthur A. Guild, director, Richmond, Va., Community Fund, proposed that annual inventories of social problems and resources be made. "It is my hope," he said, "that social work may in time reduce poverty through bringing about an understanding of the cause of social problems. To achieve our objectives, we must know the social problems of our community, their nature, their extent, their locations, their significance and their relationship to one another."

AS chairman of the Social Action section, Leifur Magnusson, director, Washington Branch, International Labor Organization, undertook the task of presenting a completely unified program on the general theme, "Social Action and Recovery." Each succeeding session grew out of the preceding one.

The plan and program succeeded admirably.

The sessions opened Monday, May 25 with a theoretical analysis of causes of economic distress; Karl Pribram of the Brookings Institution, discussing "Some Causes of Economic Distress and Their Social Significance," and Ewan Clague of the Pennsylvania School of Social Work, "Social and Personal Causes."

Mr. Pribram said general wage increases can hardly be recommended for reducing economic distress. Nor, he added, would a general reduction in working hours prove a sufficient means of spreading employment. His reasons were contained in his comments that "probably the most important cause of our economic distress is the instability of our economic system" and "large maladjustments in production and distribution of goods and services of economic life are due primarily to exaggerated expansion of the monetary and credit system."

A panel discussion followed on "Social Values of

National Labor Boards," with the Rev. Frederic Siedenburg, executive dean, University of Detroit, presiding. Father Siedenburg declared:

"We must have national labor boards, and if they cannot fit into the framework of our Constitution, we must make amendments to that august document in keeping with the spirit of our government.

"Then will be supplied the bill of rights for the economic freedom of the masses which was not explicit in the original Constitution, but which was foreseen by our founding fathers in the Article of Amendments." He foresaw the social value of such boards in "high wages, a better standard of living, a better opportunity for education, time for leisure and appreciation of the intangible values of life."

NEXT came consideration of the minimum wage, with Elmo P. Hohman, associate professor of Economics, Northwestern University, discussing "Theory and Practice in Minimum Wage Policies" and Dorothy Sells, member of the National Resources Committee, Washington, D. C., dealing with "The Minimum Wage: The Home Worker and the Union Worker."

Professor Hohman said the unscrupulous employer who will not pay the minimum wage scale must be treated as "any other willful law-breaker."

"The effect of the minimum wage," he asserted, is not only to protect the workers who receive it, but also to protect society against the inroads of parasitical employers who, by paying less than a living wage, literally force the community to assume part of their wage bill."

Application of the minimum wage to homework was well on its way to success under the NRA, said Miss Sells, adding: "Given a longer period of adjustment, a more general application of the minimum wage, readjustment of the piece rates and more adequate enforcement, especially of inspection, control of homework by means of a minimum wage gives great promise for the future."

The next phase of the Social Action program dealt with stimulating employment. Dr. Emil Lederer of the New School for Social Research, New York City, and Clark Warburton, of the Federal Deposit Insurance Corporation, Washington, D. C., addressed this session.

Dr. Lederer advocated stimulation of new industries to stimulate employment. To substantiate his point, he cited developments in the last century, stating: "New commodities coming to the market throughout the nineteenth century served materially to relieve the severity of the several depressions that occurred during the century."

Suggesting a four-point program for improved governmental policies to increase consumer consumption, or "takings," Mr. Warburton asserted that Federal policies in the last three years had been "confusing" and had resulted in the "near-poor" supporting the destitute

and swelling the profits of business interests. His four points, included in an outline for what he termed "a more effective governmental policy," were:

1. A "frontal attack" to cut housing costs by one-third to one-half. In this, he suggested, the government could aid through experimentation with design and negotiations with labor, contractors and subdividers to cut material, labor and site costs. Further, the cost of financing housing could be reduced and the risk on individual dwellings consolidated through some type of insurance.
2. Improved urban transportation facilities.
3. A fact-finding survey of consumer "takings" in end-products—each type of food, clothing, recreation, etc., with a view to selecting items for special efforts toward price reduction and stimulation of employment.
4. A resumption of the policy of aiding the unemployed to produce goods and services for their own use.

A session dealing with the social significance of the Social Security Act opened with a paper prepared by Frederick Dewhurst and Margaret Schneider of the Social Science Research Council, Washington, D. C., and read by Miss Schneider.

"The obvious political character of many of the appointments thus far made to state administrative positions (under the Social Security Act) and the conspicuous lack of civil service or merit standards in most of the states increases the likelihood of disappointing results in the practical application of the state legislation," said the Dewhurst-Schneider paper.

Premising their criticism of the Social Security Act with the assertion that it is "a real achievement and a foundation on which a satisfactory structure of old-age security may eventually be built," Mr. Dewhurst and Miss Schneider said: "There should be frank recognition that the Social Security Act in its present form does not clothe the Federal agencies with enough power to make certain the actual attainment of its objectives."

At the same session, a paper by Joseph P. Harris, also of the Social Science Research Council, was presented. In the absence of Mr. Harris, Louis Resnick, director of the Informational Service Bureau, Social Security Board, read it.

Establishment of a form of public relief as a second line of defense is the greatest problem in unemployment insurance planning, Mr. Harris said. Declaring that "only about one-half of the gainful workers in the country will be covered, even when every state has enacted a law," Mr. Harris predicted "sooner or later we will have public contributions to the unemployment compensation fund, and it is to be hoped that such contributions will be paid for out of income and inheritance taxes based upon ability to pay."

The final session of the Social Action section dealt with utilizing American political machinery to secure social action.

Dorothy Kenyon, deputy commissioner of Licenses of New York City charged the New York State Courts

with "nullifying" the state labor laws through failure adequately to punish offenders. She quoted a Consumers' League study which, she said, showed that the courts gave suspended sentences to 61 percent of the employers charged with violating the labor laws during the first three months of this year, with similar high percentages for past years.

Speaking on the contribution of social workers to the present Federal administration, Grace Abbott, professor of Public Welfare Administration, School of Social Service Administration, University of Chicago, expressed approval of some of the activities of President Roosevelt in the field of social legislation, remarking: "I feel even conservatives ought to support him on some measures. I feel we ought to work together for those things upon which we are agreed." Among the things upon which social workers are nearly "unanimously agreed," Miss Abbott said, are: Grants-in-aid by the Federal Government; civil service; child labor legislation.

Without specifically advising such procedure, Miss Abbott also pointed to the benefits of a Federal Department of Public Welfare with a secretary in the Cabinet. Miss Abbott found the administrative machinery of the present Social Security Board "very difficult to understand." Though the three members of the present Board are capable and "good" administrators, she said, an administrative board with three members instead of one executive is both "unnecessary and very expensive."

SUPPLEMENTING the week-long programs of the four sections, each of the seven special committees conducted a limited number of sessions; each covering a specialized field.

One of the first to meet was the Committee on Social Aspects of Public Housing, headed as chairman by the Rev. Edward Roberts Moore, director of the Division of Social Action, the Catholic Charities, New York City. "Community Environment in the New Housing" was the theme of its first session.

Clarence Arthur Perry, associate director of the Recreation Department of the Russell Sage Foundation, opened the discussions with an address built around the question: "Does the small town provide a desirable standard of normal community life?" in which he expressed the opinion that the urban community could be made a much happier place in which to live if a good measure of "small town neighborliness" were injected into it.

"The neighborly environment, the characteristic element of the village community, is an essential social mechanism," he said. "I believe it can be a still more effective instrument in an urban setting."

Abraham Goldfeld, executive director, Fred L. Lavanburg Foundation, New York City, foresaw in large-scale, low-rent housing projects a hope for a better community life. Speaking on "Developing Normal

Community Life in the Low-rent Housing Project," Mr. Goldfeld said:

"It is my thesis that there exists ready to hand a feasible method of making possible socially normal forms of human relations, of restoring the natural neighborhood within the limits of society as it is today and as it is likely to be tomorrow. That method is the intelligent use of the large-scale, low-rent housing project."

The successful development of such project is a job for social workers, he added, commenting: "There is not likely to be any other group who will be as interested as we are in making decent homes out of brick and steel, nor who will know as much about how to proceed."

Pointing out that "even some of the commercial real estate companies" are providing facilities for community activities in their housing projects—facilities such as swimming pools, sun terraces, gymnasiums, party rooms and recreation halls—Mr. Goldfeld said: "If speculative builders have found it advisable to encourage community life in their developments as an inducement to tenants to pay a profitable rent, it is no utopian dream for a low-rent housing project also to offer facilities for social life."

Speaking on "Health in Housing," Mrs. May Lumsden, manager of First Houses, the first municipally-owned housing development in the United States, New York City, said: "The only way we can get permanent results in our efforts to help people living in cast-off dwellings is, not to provide them with escapes from home, but to give them homes they won't have to escape from. And the only economically feasible way of doing this is by public housing." She voiced a strong plea for the adoption of the Wagner Housing Bill.

DSAGREEING with the emphasis that proponents of new housing place on the health aspects of large-scale, low-cost projects, Dr. Haven Emerson of New York said that if the United States devoted more attention to raising income levels and improving the bodily nutrition of its people it could worry less about slum clearance and new housing projects in seeking to improve the health of the nation. Dr. Emerson is professor of Public Health Practice at Columbia University and a member of the Board of Health of New York City.

City tenements and slum dwellings in themselves are not health menaces, he said, but overcrowding and poor food forced upon the slum residents are. He scoffed at "lay opinion" which, he said, "is firm in the belief that poor housing is a cause of ill health," declaring, "there is no such strong conviction among physicians, sanitarians or vital statisticians. A close analysis of causes and results tends to confirm those professionally concerned with health in a belief that the construction is of less concern to health than the manner of occupancy of the building."

The Committee on the Social Treatment of Crime,

under the chairmanship of Jane M. Hoey of the Social Security Board, conducted two sessions. The first dealt with the social work basis for prevention and treatment of delinquency and crime; the speakers, Louise McGuire, director of social work, Juvenile Court of the District of Columbia, and Dr. John Slawson, executive secretary, Jewish Board of Guardians, New York City.

"Neighborhood or community councils have great potentiality as devices for not only prevention of delinquency but to combat all the other ills of the particular neighborhood," said Miss McGuire. "It can be a positive force in securing benefits which will enrich the lives of every person in the section." She said if such councils are to function at their highest level, however, "there must be a closer-knit organization of all cultural groups with the area. Such councils must include the police, the school teachers and principals, the health officers and private physicians, the business and civic organizations, the clergy of all denominations."

Dr. Slawson declared the Children's Court should be replaced by less formal and less legalistic instruments that will serve treatment needs and not hinder them. He said: "The Children's Court, by the nature of its composition, becomes an inhibition to that free, frank and completely confidential relationship that must be established before the offender can rid himself of the emotional conflicts which cause his difficulty." Any attempt to look upon criminal behavior as "badness" instead of "illness" is bound to result in aggravation rather than remedy, he said.

Social thinking rather than our armed forces eventually will control the prevention and treatment of crime in this country, said Austin H. MacCormick, commissioner of Correction of New York City, at the committee's second session.

Discussing the practical difficulty in the social approach to the prevention and treatment of crime, Mr. MacCormick asserted that in the control and treatment of crime the "police, the prosecutors, the judiciary and the prisons are grossly ineffective under a concept requiring a little more than if the police catch the offender, the prosecutor convict him, the judge sentence him and the prison hold and punish him. These agencies resent intruders with a socialized viewpoint in their territories."

He commended social workers for their efforts directed toward crime control, stating: "I believe the fight against crime will be won eventually by those who have social consciousness, those who are socially minded, those who make the social approach to the problem."

THE Committee on Social Aspects of Children's Institutions opened with a session dealing with vocational guidance and training as part of an institution's responsibilities. H. W. Hopkirk, superintendent, Albany Home for Children, Albany, N. Y., acted as committee chairman.

Roy L. McLaughlin, superintendent of the Connecti-

cut School for Boys at Meriden, Conn., said there can be no justification or toleration of an institutional set-up that does not spring from consideration of the interest of each individual boy in residence.

"It is not my thought that anyone ever has consciously set about in an institution to exploit child labor," he declared, "but it is my fear that the pressure of circumstances often has permitted the plant and its operation unconsciously to become an end in itself. Psychologically, such a condition destroys initiative, thoroughness, satisfaction, ambition and the like, and develops, on the contrary, 'soldiering on the job,' discontent and general resentment."

Sybil Foster, field secretary, Child Welfare League of America, speaking on the coordination of institutional care for children with other services in the community, said: "If the modern institution is to be a vital part of the total child welfare program it must participate in community planning . . . We do not feel that all care for children who have to live for a period away from their own homes should be given in family homes or all in institutions. We are developing skills in various forms of foster care. Now we may choose when we shall use one service and when another to meet the needs of the moment."

Discussions under the general topic, "Administrative Personnel in the Field of Public Welfare," opened the sessions of the Committee on Public Welfare Personnel, whose chairman was Dr. Ellen C. Potter, director of Medicine, Department of Institutions and Agencies, Trenton, N. J.

Grace Abbott spoke first, discussing "How May Administrative Skill Combined with Professional Competence be Secured for State and Local Public Welfare Service?" Miss Abbott stressed the need for the merit system and civil service. In describing her conception of qualifications of a good welfare administrator, she assailed incompetence resulting from political influences and said no administrator should be allowed to hold a post unless he had acquired a broad general knowledge of the field of social work.

"I don't say," she explained, "that we can get along without utilizing the services of people who have moved in to the social work field during the height of the emergency. Some of them have proved to be good and have acquired a knowledge and are still acquiring it to fit them for their work. But when untried and inexperienced people are put in positions of leadership in the administration of public welfare, there are bound to be losses, both in efficiency and morale."

Lyle Belsley, director, Civil Service Assembly of the United States, Washington, D. C., appeared on the same program. He attacked local residence requirements, in effect in many parts of the United States, as detrimental influences on the selection of the best qualified people for social work jobs.

Fred K. Hoehler, director of the American Public Welfare Association, Chicago, who appeared next, declared the forces of greed and patronage have been

successful to an alarming degree in this country in their effort to dominate public welfare.

"Any intelligent layman can see the danger of political domination in the most human form of government—public welfare—but to an alarming degree in this country the forces of greed and patronage have won the day," he said. "The inertia of the general public is largely to blame. A strenuous effort must be made by our good citizens everywhere to safeguard administrative standards if the whole structure of public service is to be saved from devastating sabotage by rival political groups."

SPEAKING on "Public Welfare Administration and the Skill it Demands," William J. Ellis, commissioner, Department of Institutions and Agencies, State of New Jersey, asserted:

"There is one essential quality which we must look for in the candidate for administrative responsibility in a public welfare organization; namely, familiarity with the important body of technical skill and knowledge which the trained social worker has to offer."

He declared adequate civil service laws are essential "if we are to provide the best public welfare administration we know how to provide," and observed: "Public welfare is a big business: the field of public welfare is in the process of becoming one of the largest segments of business, public or private . . . What background shall be required of the executives and their associates? Certainly the highest qualifications as to intelligence, education and training, as to character and as to stability of personality must be required."

Discussing public welfare personnel from the point of view of the civil service executive, Charles P. Messick, chief examiner and secretary, New Jersey State Civil Service Commission, observed that "there is a reawakened, vigorous and developing interest in this matter of the selection and handling of public personnel all over America." He added: "This new interest is bound to result in a better understanding of public administration, better standards of fitness and competence for public personnel, better stabilization of the working forces in the civil service and a definite swing of public opinion to the support of sound personnel practices in the selection and handling of public employees. The end product must be better government."

Esther Lazarus, probation officer, Juvenile Court, Baltimore, continued the discussion from the viewpoint of the case worker, commenting: "Case workers are becoming aware that they must be concerned with the solution of social problems as well as skilled in the methods of adapting individuals to their situations. As there is a more effective integration of case work methods with the programs of social work—as better economic and social provisions are established—there will develop new uses for the case work method in public welfare administration."

Harrison Allen Dobbs, associate professor of Social Work, School of Social Service Administration, Uni-

versity of Chicago, read a paper entitled, "Some Observations on the Application of a Voluntary Merit System for Selection of Public Welfare Personnel," in which he outlined the beneficial results experienced by three public agencies of the Chicago area after they introduced self-imposed merit systems for the selection of personnel. The agencies with which he dealt were the Juvenile Court of Cook County, the Cook County Administration of the Illinois Emergency Relief Commission and the Municipal Court of Chicago.

Discussing "Lessons Learned in Personnel Selection and Management in Emergency Relief Administration," Marjorie Anne Merrill of the Division of Social Research, WPA, observed: "Those of us who are entering or continuing in the growing field of public welfare administration should be careful to consider:

"1. That job standards formulated without regard for local conditions will prove detrimental but that a successful program of recruiting and assimilating workers must be based upon flexible qualifications; 2. that a panacea . . . cannot be found in any system that establishes and maintains standards by force, but that a sound growing personnel policy must have its roots in public recognition and participation; 3. that the profession cannot afford to disregard the existence of the many persons who have been identified with relief work in positions we may now wish to identify with the profession, but that some form of recognition with opportunities for advancements must be afforded them."

A program that produced potent arguments both favoring and severely criticizing present federal relief trends was presented by the Committee on the Current Relief Situation. Charles C. Stillman, dean of the School of Social Administration at Ohio State University, performed as chairman.

The sessions began with a survey by Josephine C. Brown, assistant administrator of the Works Progress Administration, of the present relief situation in the United States. Walter West, executive secretary, American Association of Social Workers, and Jacob Fisher, chairman, National Coordinating Committee of Social Service Employee Groups, followed with discussions of Miss Brown's paper.

Comparing the relief situation today with 1930, Miss Brown said: "Before 1930, relief was entirely a local responsibility. During the fiscal year 1930-31, four state governments for the first time appropriated funds for relief. The amount was \$546,750. In 1935, the amount appropriated by thirty-nine states was \$224,243,774. The total for 1936 promises to be even greater.

"Before 1930, there was no state supervision of relief. Today thirty-seven states have enacted relief legislation."

Pointing to the assurance of a stronger, more permanent relief program ahead, Miss Brown said: "We want that program to be a balance of Federal, state and local financing and control. I believe the prospects for such

a balance are far better now than they were two years or even one year ago."

After commenting that "the present relief situation resembles that of 1931 and 1932 to a much greater degree than we are generally aware of," Mr. West pointed out several faults with the present government work program. He said: "It leaves out a large fraction of the population; it has set up an impossible and cruel category of 'unemployables'; it sets the federal government in conflict with the states.

"Saddest of all the effects of the new (work) program," he continued, "is that the Federal Government, which for two years (under FERA) gave to the nation a very fine interpretation of the needs of those vitally affected by the depression, has discontinued doing that."

Mr. Fisher declared: "No single problem facing social work in America equals in magnitude, in public interest and in importance, the relief program.

"Few social workers will disagree with the need for a return to national relief responsibility . . . The vital question before those of us who are exponents of Federal responsibility is the question of strategy in achieving our goal. How can we help put the Federal Government back into direct relief? . . .

"In whatever interpretation we do we must turn to that part of the public whose economic and political interests coincide with the values which we as social workers hold dearly . . . If we are to be intelligently realistic about our methods we must look to the trade unions, to the organized unemployed and to the growing movement for a Farmer-Labor Party for the kind of mass support that our program obviously needs."

DISCUSSING "The Problem and Policy of WPA Interpretation," Aubrey Williams, deputy administrator of the Works Progress Administration, declared return to a Federal policy of direct unemployment relief would mean the abandonment of the Federal work program and all the advances represented in the Social Security Act. Return to direct federal relief, he said, also would lead to the abandonment by the states of social security legislation dependent upon Federal financial and administrative assistance.

Defending the WPA policies against pressure for a supplemental direct relief program through grants-in-aid, Mr. Williams warned: "You who insist upon Federal relief find yourselves in the company not only of our political opposition, but also, and more serious, in the company of all who favor the form of assistance which costs the least to their pocketbooks and still does not endanger their loss by revolt."

"I do not believe," he stated, "that any direct relief program for the able-bodied, however ably administered, can fail to humiliate and degrade the individual who receives it."

Discussing Mr. Williams' paper, Helen Cody Baker, publicity secretary of the Council of Social Agencies,

Chicago, evaluated it as a piece of interpretation and commented she regarded its general tone "a little defensive."

The address which later was adjudged the most important contribution to the subject matter of social work presented at the Atlantic City meeting, winning for its author the Pugsley Award, was delivered at the final Relief committee session by Paul U. Kellogg, editor of *The Survey* and *Survey Graphic*. Mr. Kellogg spoke on "Employment Planning." His contribution was a clearly defined appraisal of employment and compensation philosophies, of present conditions and needs in the United States and of points of attack.

Among the points of attack he outlined for social workers were:

1. Continued pressure for the restoration of direct Federal relief which would be maintained in addition to work relief.
2. Appointment of an expert, non-partisan commission "which would canvass any critical situation and give us the facts as to local distress and local resources." (This proposal was made collateral to one in which Mr. Kellogg said: "I urge the WPA to appoint a planning commission to review the work to date, to take stock of where it has broken down, where it has made good, where the gaps are and where the lines of promise. I should like to see such independent commissions set up in each city, to canvass performance and recommend rounded plans. Social Workers can take hold and see that this is done in their own communities.")
3. Introduction of civil service requirements in the Social Security Act.
4. Establishment by the WPA of "a rehabilitation program in every industrial center in the country, drawing in other agencies, utilizing unemployed doctors, dentists, vocational teachers and the rest, and carrying out works projects in which the emphasis would be shifted deliberately to rehabilitation and retraining." This, he offered as a means of overcoming the "unemployable" aspects of the public works program, since, as he observed: "If we are to take seriously the idea that work is the American answer to unemployment, then in the vernacular we are licked at the start if we lie down under any rule of thumb that lumps people as unemployable."
5. Adoption of the child labor amendment.
6. Old age and unemployment insurance.
7. Stabilization of work, with those employed in industry assured of "a real living."
8. Promotion of low-cost housing for the lower income groups.
9. Insistence upon the rights of labor to organize to help rid American life of overwork and underpay.
10. Amending the Federal Constitution "as the long-run method to avoid having to escape tortuously from not dead but dated language to the living spirit between the lines."

THE Committee on Institutional Treatment and After Care of the Juvenile Delinquent, under the chairmanship of John A. Eisenhauer, superintendent, Cleveland Boys' Farm, Hudson, Ohio, opened with a consideration of "The Institution as an Interlude in Community Adjustment of Problem and Delinquent Children."

A paper prepared by Calvin Derrick, superintendent, New Jersey State Home for Boys, Jamesburg, N. J., and read for him in his absence, pointed out that the real factors in an institutional program may be listed under the four heads: medical, psychological, educational and social.

Emily F. Morrison, superintendent, Sleighton Farm, Darlington, Del., said that the effective of rehabilitation programs in juvenile institutions depends upon public opinion. So long as the public continues to regard the juvenile institution as a penal institution, its effectiveness will be curbed, she said, continuing: "No matter how finely conceived, how carefully carried out by individuals fitted in every respect to deal with human beings, much of the value of our institutional training will be lost unless the public is willing to accept the boy or girl who has been in the institution without prejudice and without suspicion."

Turning to a consideration of correctional school training for delinquent children from the standpoint of the community, Professor Harrison Allen Dobbs of the University of Chicago, commented: "Well meaning but poorly qualified judges of many smaller juvenile courts, and perhaps some larger ones, have seriously harmed many children who were not understood by them." Mr. Dobbs suggested a comprehensive improvement program in correctional school training, involving early correction of mistakes in communities by juvenile courts through psychiatric study prior to permanent assignment to an institution.

Dr. Herbert D. Williams, superintendent, State Training School for Boys, Warwick, N. Y., suggested institutions to specialize in the treatment of individual types of delinquents with programs and techniques particularly designed for them.

Discussing Professor Dobbs' and Dr. Williams' papers, John Slawson, Jewish Board of Guardians, New York City, observed: "Whether a youngster should be treated at home for his difficulties, placed in a foster home or sent to a correctional school should depend not only on the individual needs of the child, but upon his needs during the process of treatment itself."

The Committee on the American Indian met under the chairmanship of Lawrence E. Lindley, representative, Indian Rights Association, Washington, D. C. Its first session dealt with the Government Indian Day School as a community center.

"We have found," said Willard W. Beatty, director of Indian Education, Office of Indian Affairs, Washington, D. C., "that removing the Indian child from his environment and exposing him during the period of his youth to a pattern of life differing widely from that of

his home has failed utterly to lift the level of Indian existence or to supply our Indian tribes an adequate leadership in their struggle for adaptation."

Chester E. Faris, field representative, Office of Indian Affairs, argued that it is up to the Federal Government—which has been delinquent in its promises to educate the Navajo Indians of New Mexico—to help that tribe by providing school facilities, soil and water conservation aid and other advantages.

Other speakers on the first session included: Joe Jen-

nings, superintendent of Indian Schools in South Dakota; Mae Bratton, social worker at the Winnebago, Neb., Indian Agency; and Gladys Tantaquidgeon, Indian assistant social worker, Rosebud, S. Dak., Indian Agency.

At the final session of the Indian committee, Ray A. Brown, professor of Law, University of Wisconsin, discussing social control in the Indian community, said there are two outstanding difficulties on every reservation in seven Northwestern states: idleness and poor living conditions.

CONFERENCE ORGANIZATION

ELECTION results at the Atlantic City Meeting and the Conference organization for 1936-1937 are given herewith. The 1937 Conference is to be held in Indianapolis, Indiana, May 23 to 29. The new 1936-1937 officers are:

President

EDITH ABBOTT
Chicago, Illinois

First Vice-President

SOLOMON LOWENSTEIN
New York City

Second Vice-President

T. ARNOLD HILL
New York City

Third Vice-President

ELLEN C. POTTER, M.D.
Trenton, New Jersey

Treasurer

ARCH MANDEL
Dayton, Ohio

General Secretary

HOWARD R. KNIGHT
Columbus, Ohio

Executive Committee

Ex-officio:—Edith Abbott, president; Solomon Lowenstein, first vice-president; T. Arnold Hill, second vice-president; Ellen C. Potter, M.D., third vice-president; Arch Mandel, treasurer.

Term expiring 1937:—Mary Irene Atkinson, Washington, D. C.; Stanley P. Davies, New York City; Samuel A. Goldsmith, Chicago, Illinois; John F. Hall, Seattle, Washington; Kate McMahon, Boston, Massachusetts.

Term expiring 1938:—Frank Bane, Washington, D. C.; Howard S. Braucher, New York City; Josephine C. Brown, Washington, D. C.; Michael M. Davis, Chicago, Illinois; Jacob Kepecs, Chicago, Illinois; Elwood Street, Washington, D. C.; Walter West, New York City.

Term expiring 1939:—Paul Kellogg, New York City; Katharine F. Lenroot, Washington, D. C.; Solomon Lowenstein, New York City; Rose J. McHugh, Albany, New York; W. I. Newstetter, Cleveland, Ohio; Bertha Reynolds, Northampton, Massachusetts; Elizabeth Wisner, New Orleans, Louisiana.

Committee on Nominations

Neva R. Deardorff, New York City, Chairman.
Ada M. Barker, Atlanta, Georgia.
Martha A. Chickering, Berkeley, California.
Richard K. Conant, Boston, Massachusetts.
Joseph Moss, Evanston, Illinois.
C. Whit Pfeiffer, Kansas City, Missouri.
Rev. Frederick Siedenberg, Detroit, Michigan.
Florence Sytz, New Orleans, Louisiana.
Agnes Van Driel, Chicago, Illinois.

PROGRAM COMMITTEE

Ex-Officio

Edith Abbott, Chicago, Illinois.
The Very Reverend Monsignor Robert F. Keegan, New York City.
Howard R. Knight, Columbus, Ohio.

Term Expires 1937

Fred R. Johnson, Detroit, Michigan.
Bleecker Marquette, Cincinnati, Ohio.

Term Expires 1938

Maurice Taylor, Pittsburgh, Pennsylvania.
Elizabeth H. Webster, Chicago, Illinois.

Term Expires 1939

Elinor Hixenbaugh, Columbus, Ohio.
Robert T. Lansdale, Washington, D. C.

Section Chairmen

Section I—Social Case Work.
William H. Savin, Washington, D. C.
Section II—Social Group Work.
J. Edward Sproul, New York City.
Section III—Community Organization.
Ellen C. Potter, Trenton, New Jersey.
Section IV—Social Action.
I. M. Rubinow, Cincinnati, Ohio.

Committee on Resolutions

Pierce Atwater, St. Paul, Minnesota, Chairman.
Anita J. Faatz, Baltimore, Maryland.
Mary Stanton, Los Angeles, California.

Committee on Time and Place

Dorothy C. Kahn, Philadelphia, Pennsylvania, Chairman.
David C. Adie, Albany, New York.
H. V. Bastin, Anchorage, Kentucky.
Sanford Bates, Washington, D. C.
Ruth O. Blakeslee, Washington, D. C.
William W. Burke, St. Louis, Missouri.

Joanna C. Colcord, New York City.
 Virginia C. Frank, Chicago, Illinois.
 Charles F. Hall, St. Paul, Minnesota.
 Marion Hathway, Pittsburgh, Pennsylvania.
 Louis W. Horne, Lincoln, Nebraska.
 Ora Pendleton, Philadelphia, Pennsylvania.
 Emma C. Puschner, Indianapolis, Indiana.
 Wilfred S. Reynolds, Chicago, Illinois.
 James Hoge Ricks, Richmond, Virginia.
 Jean Sinnock, Denver, Colorado.
 Sidney A. Teller, Pittsburgh, Pennsylvania.
 Ina T. Tyler, Des Moines, Iowa.
 Walter W. Whitson, Houston, Texas.
 Charlotte Whitton, Ottawa, Canada.

SECTION I—SOCIAL CASE WORK

Chairman: William H. Savin, Family Association of District of Columbia, Washington, D. C.
 Vice-Chairman: C. W. Areson, Court of Domestic Relations, New York City.

Term Expires 1937

Herschel Alt, Children's Aid Society, St. Louis, Missouri.
 Harriett M. Bartlett, Massachusetts General Hospital, Cambridge, Massachusetts.
 Anna S. Kempshall, Charity Organization Society, New York City.
 Edward D. Lynde, Welfare Federation, Cleveland, Ohio.
 Charlotte Towle, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Term Expires 1938

C. W. Areson, Court of Domestic Relations, New York City.
 Florence R. Day, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
 Elizabeth H. Dexter, Temporary Emergency Relief Administration, New York City.
 Mary A. Howell, Children's Aid Society, Richmond, Virginia.
 Anna D. Ward, Council of Social Agencies, Baltimore, Maryland.

Term Expires 1939

Margaret Barbee, Henry Watson Children's Aid Society, Baltimore, Maryland.
 Elizabeth Bissell, Children's Mission to Children, Boston, Massachusetts.
 Dorothy Hutchinson, New York Children's Aid Society, New York City.
 Frederick Moran, New York State Department of Corrections, Albany, New York.
 Marian Y. Frost, Family Service Society, Richmond, Virginia.

SECTION II—SOCIAL GROUP WORK

Chairman: J. Edward Sproul, National Council, Young Men's Christian Associations, New York City.
 Vice-Chairman: Clara A. Kaiser, New York School of Social Work, New York City.

Term Expires 1937

Frankie V. Adams, Atlanta School of Social Work, Atlanta, Georgia.
 Howard S. Braucher, National Recreation Association, New York City.
 Eleanor Coit, Affiliated School for Workers, New York City.
 Paul Furfey, Catholic University of America, Washington, D. C.
 Robert A. Polson, Cornell University, Ithaca, New York.

Term Expires 1938

Henry M. Busch, Division of Extension Education, Cleveland College, Cleveland, Ohio.
 Hedley S. Dimock, George Williams College, Chicago, Illinois.
 Bessie A. McClenahan, School of Social Welfare, University of Southern California, Los Angeles, California.
 W. I. Newstetter, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
 Margaret Williamson, National Board, Young Women's Christian Associations, New York City.

Term Expires 1939

Grace L. Coyle, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.
 Tam Deering, Public Recreation Commission, Cincinnati, Ohio.
 Lee F. Hanmer, Russell Sage Foundation, New York City.
 Lillie M. Peck, National Federation of Settlements, New York City.
 Leroy A. Ramsdell, Council of Social Agencies, Hartford, Connecticut.

SECTION III—COMMUNITY ORGANIZATION

Chairman: Ellen C. Potter, M.D., Department of Institutions and Agencies, Trenton, New Jersey.
 Vice-Chairman: Rose J. McHugh, State Department of Social Welfare, Albany, New York.

Term Expires 1937

Pierce Atwater, Community Chest, St. Paul, Minnesota.
 Frank Bane, Social Security Board, Washington, D. C.
 Samuel A. Goldsmith, Jewish Charities, Chicago, Illinois.
 Shelby M. Harrison, Russell Sage Foundation, New York City.
 Gay B. Shepperson, Georgia Emergency Relief Administration, Atlanta, Georgia.

Term Expires 1938

Richard K. Conant, Massachusetts Conference of Social Work, Boston, Massachusetts.
 Helen M. Currier, Minneapolis, Minnesota.
 Kathryn D. Goodwin, Wisconsin Industrial Commission, Madison, Wisconsin.
 John F. Hall, Seattle, Washington.
 Florence L. Sullivan, United States Children's Bureau, Washington, D. C.

Term Expires 1939

Bradley Buell, Community Chests and Councils, New York City.
 Louise Cottrell, Oregon Child Welfare Commission, Portland, Oregon.
 Roy M. Cushman, Council of Social Agencies, Boston, Massachusetts.
 Emma O. Lundberg, United States Children's Bureau, Washington, D. C.
 The Right Reverend Monsignor John O'Grady, Catholic University School of Social Work, Washington, D. C.

SECTION IV—SOCIAL ACTION

Chairman: I. M. Rubinow, B'nai B'rith, Cincinnati, Ohio.
 Vice-Chairman: Mary Anderson, Women's Bureau, Department of Labor, Washington, D. C.

Term Expires 1937

Ernest Draper, Hill Brothers Company, New York City.
 T. Arnold Hill, National Urban League, New York City.
 E. B. Shultz, Tennessee Valley Authority, Knoxville, Tennessee.
 Edwin S. Smith, National Labor Relations Board, Washington, D. C.
 Mary van Kleeck, Russell Sage Foundation, New York City.

Term Expires 1938

John B. Andrews, American Association for Labor Legislation, New York City.
 J. P. Chamberlain, Columbia University, New York City.
 Michael M. Davis, Julius Rosenwald Fund, Chicago, Illinois.
 Abraham Epstein, American Association for Social Security, New York City.
 The Reverend Francis J. Haas, St. Francis Seminary, St. Francis, Wisconsin.

Term Expires 1939

George E. Bigge, Brown University, Providence, Rhode Island.
 John S. Bradway, Duke University, Durham, North Carolina.
 John A. Kingsbury, New York Academy of Medicine, Yonkers, New York.
 Harry L. Lurie, Bureau of Jewish Social Research, New York City.
 Aubrey Williams, Works Progress Administration, Washington, D. C.

THE report of the Committee on Nominations for election at Indianapolis as presented at Atlantic City is as follows:

For President: Solomon Lowenstein, Federation for the Support of Jewish Philanthropic Societies, New York City.

For First Vice-President, Grace L. Coyle, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.

For Second Vice-President: Forrester B. Washington, Atlanta School of Social Work, Atlanta, Georgia.

For Third Vice-President: Ruth Fitzsimons, Social Welfare League, Seattle, Washington.

The following members of the National Conference of Social Work were nominated for the Executive Committee term to expire 1940. (Seven to be elected.)

Herschel Alt, St. Louis Children's Aid Society, St. Louis, Missouri.

Nell Findley, Social Service Bureau, Honolulu, Hawaii.

David H. Holbrook, National Social Work Council, New York City.

Florence W. Hutsinpillar, Department of Social Work, University of Denver, Denver, Colorado.

Fred R. Johnson, Michigan Children's Aid Society, Detroit, Michigan.

Betsy Libbey, Family Society of Philadelphia, Philadelphia, Pennsylvania.

Bertha McCall, National Association for Travelers Aid and Transient Service, New York City.

Reverend Bryan J. McEntegart, Catholic Charities of the Archdiocese of New York, New York City.

Frederick Moran, New York State Department of Corrections, Albany, New York.

B. M. Selekman, Jewish Philanthropies, Boston, Massachusetts.

Gay B. Shepperson, Works Progress Administration, Atlanta, Georgia.

Roy Sorenson, National Council, Young Men's Christian Associations, Chicago, Illinois.

George Stevenson, M.D., National Committee for Mental Hygiene, New York City.

Alfred F. Whitman, Children's Aid Association, Boston, Massachusetts.

The following nominations were made by Section nominating committees and approved at the Section business sessions. The Chairmen and Vice-Chairmen are nominated to serve for one year.

Section I—Social Case Work

Chairman: C. W. Areson, Court of Domestic Relations, New York City.

Vice-Chairman: Florence Day, Family Welfare Association of America, New York City.

Committee Members

Term to Expire in 1940 (Four to be elected)

Edith M. Baker, Washington University Clinics and Allied Hospitals, St. Louis, Missouri.

Elizabeth G. Gardiner, Training Course in Social Civic Work, University of Minnesota, Minneapolis, Minnesota.

The Reverend Leo A. Geary, Catholic Charities, Buffalo, New York.

Florence Hollis, Associated Charities, Cleveland, Ohio.

Edith L. Lauer, Jewish Children's Society, Baltimore, Maryland.

Margaret S. Moss, Harrisburg, Pennsylvania.

Bertha Scheuermann, Department of Public Welfare, New Orleans, Louisiana.

Tom E. Wintersteen, Buffalo Council of Social Agencies, Buffalo, New York.

Section II—Social Group Work

Chairman: Louis Kraft, Jewish Welfare Board, New York City.

Vice-Chairman: Charles Hendry, George Williams College, Chicago, Illinois.

Committee Members

Term to Expire in 1940 (Five to be elected)

R. K. Atkinson, Boys' Clubs of America, New York City.

Joseph Beattie, Franklin Street Settlement, Detroit, Michigan.

Neva Boyd, Northwestern University, Evanston, Illinois.

Eleanor Eells, Association House, Chicago, Illinois.

Ella Harris, Council of Social Agencies, Philadelphia, Pennsylvania.

James H. Hubert, New York Urban League, New York City.

Helen Phillips, Minneapolis, Minnesota.

Roy Sorenson, National Council, Young Men's Christian Associations, Chicago, Illinois.

Annie C. Watson, International Institute, San Francisco, California.

Anne Wright, Girl Scouts, Cleveland, Ohio.

Section III—Community Organization

Chairman: C. C. Stillman, Ohio State University, Columbus, Ohio.

Vice-Chairman: Wayne McMillen, University of Chicago, Chicago, Illinois.

Committee Members

Term to Expire in 1940 (Five to be elected)

Kenneth S. Beam, Los Angeles County Probation Department, Pasadena, California.

Ralph H. Blanchard, Community Chests and Councils, New York City.

Ewan Clague, Social Security Board, Washington, D. C.

Arthur Guild, Community Fund, Richmond, Virginia.

E. S. Guckert, Flint Community Fund, Flint, Michigan.

Ruth Hill, Department of Public Welfare, New York City.

Walter L. Hixenbaugh, Federal Emergency Relief Administration in Ohio, Columbus, Ohio.

Russell H. Kurtz, Russell Sage Foundation, New York City.

The Reverend C. H. LeBlond, Bishop of St. Joseph, St. Joseph, Missouri.

The Reverend John J. McClafferty, Catholic Charities, New York City.

Ralph J. Reed, Portland Community Chest and Council of Social Agencies, Portland, Oregon.

George W. Rabinoff, Bureau of Jewish Social Research, New York City.

Roy Sorenson, National Council, Young Men's Christian Associations, Chicago, Illinois.

Marietta Stevenson, American Public Welfare Association, Chicago, Illinois.

Mary B. Stotsenburg, Community Chest, Louisville, Kentucky.

Forrester B. Washington, Atlanta School of Social Work, Atlanta, Georgia.

Frances Williams, National Board, Young Women's Christian Associations, New York City.

Section IV—Social Action

Chairman: Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.

Vice-Chairman: Philip Klein, New York School of Social Work, New York City.

Committee Members

Term to Expire in 1940 (Five to be elected)

Roger Baldwin, American Civil Liberties Union, New York City.

Pearl Case Blough, The Community Council, St. Louis, Missouri.

Charles Brandon Booth, Volunteers of America, Kansas City, Missouri.

Paul H. Douglas, University of Chicago, Chicago, Illinois.

A. L. Foster, Chicago Urban League, Chicago, Illinois.

Rhoda Kaufman, Atlanta Family Welfare Society, Atlanta, Georgia.

Ralph J. Reed, Portland Community Chest and Council of Social Agencies, Portland, Oregon.

The Reverend Edward E. Swannstrom, Catholic Charities, Brooklyn, New York.

Mary van Kleeck, Russell Sage Foundation, New York City.

Walter W. Whitson, Houston-Harris County Relief Board, Houston, Texas.

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